
2017

President's Annual Report

Continuous Progress

Toward Institutional Goals

Submitted to the

Itawamba Community College

Board of Trustees

May 8, 2017



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President

Itawamba Community College

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President's Accomplishments Summary

- 1. Instructional Services Goal**
- 2. Student Support Goal**
- 4. Campus Climate**
- 5. Fiscal Goal**
- 6. Growth Goal**
- 7. Building Goal**
- 8. Administrative Management Goal**
- 11. Public Relations Goal**
- 12. Cultural and Recreational Goal**
- 13. Service Goal**

Mr. Mike Eaton

- Completed renovation of softball and baseball fields.
- Applied for and received an Appalachian Regional Commission grant for \$2 million for the buildout at the Belden Center.
- Applied for and received an Appalachian Regional Commission grant for \$20,000 for additional computers in the Learning Resource Center.
- Attended the Southern Association of Colleges and Schools Commission on Colleges conference in Atlanta, Georgia.
- Hosted the Christmas open house at the President's home.
- Jointly hosted the Legislative luncheon in conjunction with Northeast Mississippi Community College.
- Redesigned and staffed the Writing Center and the Student Success Center,
- Redesigned the college life course with different personnel to be more efficient.
- Met with supervisors from all five counties to provide updates on the College.
- Employed a dean of Economic and Community Services.
- Implemented the SNAP Grant.
- Implemented the Second Chance program.
- Completed the design for the new Academic and Student Services building at the Tupelo Campus.

President's Accomplishments Summary Continued

- Hosted the Naturalization ceremony, the first community college in the state to do so.
- Began the implementation of E-books.
- Completed offsite information for reaccreditation.
- Implemented the Furniture Academy.
- Hosted the Martin Luther King ceremony.
- Participated in the legislator appreciation luncheon at the Capitol.
- Organized Capitol Day for students and faculty.
- Hosted the first Donor Appreciation dinner for scholarship donors and recipients.
- Restructured support staff leave days to enable them to have more time off during the holidays.

Itawamba Community College

Institutional Goals

1. Instructional Services

Page 1

The college will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

2. Student Support

Page 25

The college will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

3. Technology

Page 33

The college will use the latest and most appropriate technology to support and enhance all operations, programs and services.

4. Campus Climate

Page 35

The college will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

5. Fiscal

Page 37

The college will maintain sound financial management while focusing on programs and services vital to the mission of the college.

6. Growth

Page 39

The college will strive to achieve an annual enrollment increase.

7. Building

Page 43

The college will construct and improve facilities based on prioritized needs as funds become available.

8. Administrative Management

Page 45

The college will provide quality administration and management to the educational and support services of the college.

9. Professional Faculty

Page 47

The college will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

10. Human Resources Development

Page 49

The college will provide appropriate training and professional development to maintain employee competence and productivity.

11. Public Relations

Page 51

The college will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the college, both within the community it serves and the education community at large.

12. Cultural and Recreational

Page 63

The college will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation.

13. Service

Page 67

The college will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

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Faculty & Staff Contributors to the ICC Foundation

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Institutional Goals With Accomplishments In Support of Attainment of Goals

1. Instructional Services Goal

The College will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

- Member of Mississippi Community College Board Chief Academic Officer's organization as well as Education Policy Fellowship Program and attends monthly meetings.
- Conducted interviews for Instructional Services: 11 positions due to retirements, promotions, resignations, reclassifications.
- Established a new Professional Development Agenda campus-wide (October 10, 2016).
- Hosted the Statewide Curriculum Alignment for Computer Science, Math and Science (October 7, 2016).
- Attended:
 - MCJC – AOA meeting, Ridgeland (April 14, 2016).
 - Legal Issues Conference, Mississippi State University (April 28-29, 2016).
 - Mississippi Co-requisite Institute, Jackson (May 23, 2016).
 - AOA Summer Conference, Hernando (June 26-28, 2016).
 - CAO Summer Conference, Natchez (June 28-30, 2016).
 - Math Pathway Meeting – Ridgeland (September 7, 2016).
 - SACSCOC Reaffirmation Committee Observation – Southwestern Community College in Sylva, North Carolina (October 3-6, 2016).
 - Mississippi Association of Colleges Conference in Natchez (October 9-11, 2016).
 - Legislative Meeting – Northeast Mississippi Community College (November 16, 2016).

- SACSCOC Annual Conference in Atlanta, Georgia (December 3-6, 2016).

Division of Business Administration – Mr. Joe Williams, Chair

- **Joe Williams** earned Internal Revenue Certification as Volunteer Income Tax Preparer.
- **Billy J. Carson** was selected to represent ICC at the Lamplighter’s Conference (October 6-7, 2016).
- Presented “Hospitality Management in the Hospitality State” at the 2017 Creating Futures Through Technology Conference (March 1-3, 2017).
- **Edana Nail** organized National Run at Work Day, September 16, 2016, to increase awareness of exercise in the workplace.

Division of Communications – Anna Britt-Begnaud, Chair

- Hosted the annual Articulation Conference for in-district high schools with 25 participants representing five area high schools and Itawamba Community College. The topics include examples of writing assignments in developmental and composition English courses at ICC.
- Hosted the 28th annual Scholar’s Bowl.
- Hosted orientations for adjuncts teaching English Composition in conjunction with the Learning Resource Center with 26 participants from veteran adjuncts to area high school dual-credit programs.
- Cohosted National Day on Writing celebration and competition for in-district high school students and ICC students with 112 submissions from seven area high schools in art and writing and 20 submissions from ICC students.

Jon Armstrong

- Received the Mississippi Humanities Council Award.
- Wrote textbooks for Beginning and Intermediate English courses.
- Cosponsored *Calliope*, a student art and writing journal.

Morgan Cutturini

- Script entitled “Just a Girl” was accepted in two film festivals: Austin Revolution Film Festival and Short Stop International Film Festival.
- Member, committee for the Tupelo Film Festival.
- Sponsors the ICC Film Club.
- Sponsors the Fulton Campus ICC Diversity Club.

Jolene Hoots

- Co-created Freshman Honors Course.
- Translated ICC mission, services and nondiscrimination information into Spanish.

Jay Humphries

- Co-created Freshman Honors Course.

Amber King

- Received Ovid S. Vickers Teaching Award.
- Co-wrote the QEP Literature Review.
- Co-presented “Finding Common Ground: Can Composition Teachers Facilitate a Helpful Political Dialogue Through Rethinking Argumentation Models,” Two-Year College English Association Conference, Charleston, South Carolina.
- Co-presented “Getting Students to Recognize Bias without Reporting You to the Dean for Your Liberal Views,” Itawamba Community College Articulation Conference, Fulton and at the Two-Year College English Association Mississippi Conference, Jackson.

Ashley Lancaster

- President, Fulton Campus Faculty Association.
- Chaired the QEP Literature Review Committee.
- Co-wrote the QEP Literature Review.
- Presented “Finding the Beauty in Reading: From Text Messages to Academia and Beyond,” Two-Year College English Association Conference, Charleston, South Carolina and at the Two-Year College English Association Mississippi Conference.
- Spoke at Lee-Itawamba Library System “Spirit of Tupelo” mural unveiling and at the 75th anniversary celebration.
- Board Chairperson, Lee-Itawamba Library System October 2015-October 2016.

Robin Lowe

- 2016 HEADWAE recipient.
- Co-created Freshman Honors Course.
- Initiated and served on the committee to establish an Honors Program at ICC.
- Member, Mississippi/Louisiana Northern District Advisory Board for Phi Theta Kappa.
- Member, Vice President for the Fulton Campus Faculty Association.

- Mississippi Community College Creative Writing Association Board representative for ICC.
- Secretary, TYCAM.
- Co-presented “Getting Students to Recognize Bias without Reporting You to the Dean for Your Liberal Views,” Itawamba Community College Articulation Conference, Fulton and at the Two-Year College English Association Mississippi Conference, Jackson.

Regina Moffett

- Poster project “Multimodal and Multiliteracy Writing Center Landscape Intertwined with Pace Classes” accepted to Southeastern Writing Center Association Conference.

Keith Morris

- Sponsor, ICC Film Club.
- Cosponsor, Calliope, a student art and writing journal.
- Co-wrote the QEP Literature Review.
- Assisted six students in publishing work from the Writing for Publication class.

Suzette Potts

- Received William Winter Scholar Award.

Nathan Ward

- Wrote the QEP Literature Review.

Division of Computer Science – Ms. Delores Tull, Chair

- Attended the Mobile Learning '16 Conference on “#EdTechMeetsNature” June 13- 15.
- Authored an online course to start in Fall 2017 for Data Structures that will be taken by students from around the state from other community colleges.
- Attended and participated in the State Curriculum Alignment for Computer Science, Mathematics and Engineering (October 2016).
- Served on the Advisory Committee for the Itawamba Agricultural High School Vocational-Technical Center.
- Worked the 21st Annual Bluegrass Concert for the ICC Foundation in March 2016.

Tammy Foster

- Attended Creating Futures Through Technology Conference 2017 – Embracing “IT” in Biloxi (March 5-6).

- Presented sessions on “Windows 10 and Microsoft Office 2016” in Fall 2016 and Spring 2017 at the ICC Faculty Professional Development.
- Attended and participated in the State Curriculum Alignment for Computer Science, Mathematics and Engineering (October 2016).

Bradley Howard

- Attended and participated in the State Curriculum Alignment for Computer Science, Mathematics and Engineering (October 2016).
- Presented sessions on “Windows 10 and Microsoft Office 2016” in Fall 2016 and Spring 2017 at the ICC Faculty Professional Development.
- Attended the Mobile Learning '16 Conference on “#EdTechMeetsNature” (June 13- 15, 2016).

Division of Health, Physical Education & Recreation – Ms. Beth Tuck, Chair

Emily Lamb

- Earned the Master of Science in Health Education degree, December 2016.
- Credentialed as a Certified Health Education Specialist (CHES), October 2016.

Division of Mathematics – Mr. Jeff Bates, Chair

Heather McCormick

- Served as AP Statistics Reader (fifth year).

Division of Natural Science – Mr. Creig Sherrer, Chair

Dr. Betsy Chesnutt

- AP Physics Exam Reader - Kansas City, Missouri (June 2-8, 2016) (Will also serve in 2017).
- American Association of Physics Teachers (AAPT) National Meeting (attended, presented and was a session organizer) - Sacramento, California (July 20-25, 2016).
- NSF INCLUDES conference participant - San Diego, California (January 20-22, 2017).
- Member, ICC QEP Instructional Change Committee.
- Member, 2016-2017 ICC Leadership Development Institute.
- Mississippi Academy of Sciences (will attend and present) (February 22, 2017).

Pamela Clevenger

- Named the co-chair for Two-Year College Chemistry Programming at the 26th Biennial Conference on Chemical Education at Notre Dame (Summer 2018).
- Attended the 24th Biennial Conference on Chemical Education at the University of Northern Colorado (July 31-August 4, 2016).
- Presider of BCCE Technical Symposia “Collaborations: The bonds that strengthen two-year college chemistry faculty in today’s learning environments.”
- Task Advisory Board Coordinator for the Two-Year College Chemistry Consortium (2YC3).
- Attended the 2YC3 Conference “Chemistry Education and Research Opportunities at Two-Year Colleges” (November 4-5, 2016).
- Reviewer for the American Chemical Society’s (ACS) 2016 review cycle for the ACS Assessment Tool for Chemistry in Two-Year College Programs.
- Review committee member for the 2016 revisions to the ACS Guidelines for Chemistry in Two-Year College Programs which addresses best practices in two-year college chemistry education.
- Selected to attend the National Science Foundation INCLUDES conference at the University of California San Diego (January 20-22, 2017).
- ACS member and Chemistry Ambassador.

Brady Garrett

- Ushered at the gospel bluegrass concert.
- Member of the Mississippi Association of Physicists.
- Performed science demonstrations for area school classes.

Sherry Davis

- Operations Council for the Toyota Wellspring Fund.
- Secretary (2016) and Vice President (2017), Tupelo School Board.

Division of Social Science – Mr. Dean Burchfield, Chair**Megan Eidt**

- ICC Tupelo Faculty Association president (2016-17).
- Atlanta History Center: Turning Point: The American Civil War and Native Lands Exhibit
- Gettysburg National Military Park: Gettysburg Symposium.

- Natchez Legends & Lore: History of Education in Natchez; Grand Village of the Natchez Indians.
- Women's March on Washington D.C.

Lynn Millender

- Served as co-adviser of the ICC Legal Education Association serving students majoring in Criminal Justice, Law Enforcement Technology and Paralegal Studies. During 2016, the organization served more than 50 students.
- Completed the “Civilian Response to Active Shooter Events” training developed by the ALERRT Center at Texas State University.
- Member of the ICC QEP Instructional Change Committee (Fall 2016 – Present).

CAREER AND TECHNICAL INSTRUCTION – Mr. Barry Emison, Dean

Collision Repair Technology – Mr. Dylan Baldwin, Director

- The Collision Repair program ranked first in the state in CPAS scores for first- and second- year students.
- Brandon Thames (a second-year student and former U.S. Marine) was granted the 3M Hire our Heroes tool grant.
- The Collision Repair program purchased a state-of-the-art three-dimensional measuring system to ensure 100 percent accuracy on all frame straightening.

Electrical Technology – Dr. Doug Ferguson, Director and Jeff Franks

- The Electrical Technology program used Carl Perkins funds to purchase additional motor control training cabinets located in room 604 at the Belden Center. These cabinets were purchased with ABB (name brand) control components. Each cabinet includes relays, contactors, motor starters, pushbuttons, wire ways and termination devices. They were selected to complement existing trainers which contain Allen Bradley and Square-D devices. This classroom uses equipment and components that are found throughout manufacturing. Therefore, using various name brand components exposes ICC's students to a broad range of real-life applications in the motor control profession.
- The electrical and industrial maintenance instructors submitted a floor plan and electrical requirement for the new renovation "build out" to begin at the Belden Center in the spring of 2017. The floor plan will be used for a new robotics lab which will house the Fanuc and Yaskowa robotic systems.

Industrial Maintenance Technology – Ashley Brown and Brian Warren

- Industrial Maintenance instructor, Ashley Brown, was certified as a Master Trainer by the National Center for Construction Education and Research (NCCER).
- Industrial Maintenance Instructor, Brian Warren, received the following certifications:
 - Studio 5000 Logix Designer Level 1: ControlLogix System Fundamentals
 - Studio 5000 Logix Designer Level 2: ControlLogix Basic Ladder Programming
 - Studio 5000 Logix Designer Level 3: Project Development
 - Studio 5000 Logix Designer Level 4: Kinetix 6500 (CIP) Programming
- More than 20 Industrial Maintenance students were selected to participate in paid internships at several area manufacturing facilities.

- The Industrial Maintenance program partnered with Continuing Education in hosting the fourth annual Itawamba Community College Vex Robotics competition. More than 120 area high school students competed.

Forestry Technology – Ms. Emily Loden-Jones, Director

- Currently ICC's Forestry Technology program is the largest in the Mississippi, and it is once again celebrating a 100 percent pass rate of the CPAS examination.
- The program has received new equipment for timber cruising and navigation this year including four new GPS units, five DMEs, six laser calipers and six electronic clinometers. All new equipment is being used in many different courses offered in the program.
- Freshmen participated in 20+ Field Tree ID trips during the Fall 2016 Dendrology Course. The trips were to private land owned by area forester Shawn Rogers with the Mississippi Forestry Commission and the Canal Section Tour in Itawamba County.
- The freshman Introduction to Forestry course had five industry speakers during the 2016 Fall semester. Speakers from the Mississippi Department of Wildlife Fisheries and Parks, Mississippi Forestry Commission and various private industry personnel educated freshmen about the industry and educational requirements of their various fields.
- Sophomores enrolled in Forest Measurements II and Silviculture I in Fall 2016 performed approximately 30 outdoor field exercises in these two courses.
- Students have assisted in caring for 250 oak and other hardwood seedlings for the City of Fulton. Currently the Forestry program is growing these bare root stock seedlings in containers.
- Students will be serving as educators and tour guides for the Itawamba County Mississippi State Extension Services Grade School Field Day on April 4, 2017. Approximately 350 grade school children will participate in various natural resources related events.
- Students will assist in setting up for the Crossroad Ranch fundraiser, Denim and Diamonds, in April 2017.
- Freshmen and sophomores will attend MSU's College of Forest Resources Transfer Day, which will feature facility tours and educational options, in March 2017.
- Sophomores attended the Northeast District Producers and Suppliers in February 2017. This MSU Extension event focuses on the economic state of current agricultural and forestry products in the area as well as current research in the field.

- Sophomores have been traveling to area mills and local logging sites this semester. Graham Lumber, Marietta Wood Supply, Tombigbee Lumber, Homan Industries, Bennett and Son's Logging and D and C logging will be just a few of the stops for the Spring 2017 semester.
- Sophomores toured the Mossy Oak Native Nurseries Facilities in West Point in October 2016.
- Emily Loden-Jones attended the Lamplighters Conference for community college instructors (October 2016).
- Students, both freshmen and sophomores, volunteered for cleanup at the Jamie Whitten Center on National Public Lands Day (September 26, 2016).
- Freshmen and sophomores attend the Mid-South Equipment Show for logging and forestry equipment in Starkville (August 2016).
- Emily Loden-Jones attended the annual conference for the Mississippi Urban Forestry Council (July 2017). She currently is serving as the secretary and a board member for this organization.

Information Systems Technology – Dr. Delena Hukle & Ms. Cindy Layman, Directors

- Acquired new IBM i-series system S814 (8286 41A) to teach business applications programming.
- Instructors are COMMON Scholastic members. COMMON is an international association that is the largest community of IBM Power System users and providers. Scholastic membership offers school faculty and student membership to COMMON, which provides discounted rates on conferences and access to online training materials.
- Doris McCreary attended the COMMON Conference in New Orleans, Louisiana (May 2016). She received a registration scholarship from the COMMON Education Foundation (CEF).
- Instructors participated as writing team members for curriculum revision and development of IST Computer Programming Technology and Computer Networking Technology. Also, participated in the Computer Programming Technology Mississippi Career Planning and Assessment System (MS-CPAS) Exam Revision.
- Tanya Cox instructed Workforce classes for Toyota Motor Manufacturing.
- Instructors offered computer classes on the Spring 2017 ICC Workforce Schedule: Intro to Visual Basic, Intro to Java and Basic Webpage Design Using HTML.
- Several businesses provided opportunities for student internships, and some have resulted in full-time employment for student graduates.
- Doris McCreary serves on the Faculty Handbook Committee.

- Dr. Delena Hukle serves on the QEP Marketing, Curriculum and Honors Council committees.
- Instructors serve as advisers for the Computer Programming and Networking Association (CPNA) student organization.
- Dr. Delena Hukle, serves as an advisor for Phi Theta Kappa - Beta Tau Sigma, Tupelo Campus.

Paralegal Technology – Ms. Jamie Hall, Director

- Serves as one of the faculty advisers of the Legal Education Association (LEA), which is a student organization for paralegal technology, paralegal studies, and criminal justice and law enforcement students. The organization has hosted several speakers during the school year.
- NALS volunteer exam administrator.
- One of ICC's Paralegal technology students earned the second highest score on the NALS ALP national certification exam.
- Paralegal Technology faculty and industry members participated in the 2017 Mississippi Paralegal Technology Curriculum Revision.
- Member, Mississippi Bar.

Welding and Cutting Technology – Mr. Ron Brady, Director

- The Welding program had 100 percent placement for graduates.

HEALTH SCIENCE INSTRUCTION – Mrs. Rilla Jones, Dean

- Joined Itawamba Community College as Dean of Health Science Instruction on September 15, 2016.
- **Cindy Orrick** continued with professional development and academic coursework for personal enrichment.

Associate Degree Nursing - Dr. Kristi Dempsey, Associate Dean/Program Director

- Total graduates - **64**
- **62/64** have tested
- **56/62** on first write = **90 percent**
- 4 out of 6 passed on second write (Two have not tested first write.)
- Overall pass rate: 60/62 – **97 percent**
- Job placement: **100 percent**
- Participant, Nursing Leadership Institute presented by Mississippi Nurses Foundation (2017).
- Chair, Mississippi Statewide Practical Nursing Annual Conference Planning Committee (2017-Present).
- Member, Mississippi Women in Higher Education Network (2017-Present).
- Member, Itawamba Community College Learning Resource Center Committee (2017 – Present).
- Member, Mississippi Community College Board Workforce, Career and Technical Education Summer Conference Planning Committee (2017-Present).
- Health Science Building Administrator - Itawamba Community College Health and Safety Committee (2016-Present).
- Member, Faculty Handbook Committee (2016-Present).

Dr. Earnest Agnew

- Continued term as NLN Ambassador for ICC/Nursing (2009-present).
- Completed continuing education activity from Hurst Review Services of Brookhaven entitled "Learning to Improve Outcomes in Nursing Education Using the NCLEX RN Test Plan."
- Completed a webinar entitled "The Role of Simulation in Nursing Education."
- Completed webinar entitled "Using Virtual Patient Simulation in a Health Assessment Course."
- Presented a professional development presentation for the LPN faculty members and ADN faculty members entitled "Faculty Training in the Simulation Lab."
- Nominated for Innovative Teaching Award for Associate Degree Nursing Educators for 2017 for Mississippi Organization for Associate Degree Nursing (MO-ADN)

Toni Armstrong

- Earned the Doctor of Nursing Practice degree from Samford University.

Linda Bond

- Member, Student Services Committee.
- Member, MOSA.

Martha Davis

- Onsite program evaluator, NLN CNEA (National League for Nursing-Commission for Nursing Education Accreditation).

Heather Hancock

- Maintains current nursing/nurse practitioner license in the state of Mississippi; ANCC certified nurse practitioner.
- Member, Mississippi and American Nurses Association.
- Member, State and National Organization of Associate Degree Nursing; Course Coordinator for Dosage and Pharmacology.
- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2017.

Joy Hand

- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2017.

Amy Hussey

- Member, MNA and MSBON.
- Clinical liaison, NMMC.
- Coordinator, SCM/KBMA.
- PRN Staff Nurse, Sanctuary Hospice House.

Shawna Langford

- Pursuing a Doctor of Nursing Practice-Educational Leadership degree at American Sentinel University.

Tamar Lucas

- Coordinator, Fundamentals of Nursing (since 2010), Facilitates in Medical and Surgical Nursing I and II.
- Maintained national certification in psychiatric nursing (since 1998), CPR instructor (since 2003).

- Professional organizations include American Nurses Association, American Psychiatric Nurses Association and Mississippi Association of Associate Degree Nursing.
- Community service includes Crossroads Ranch, CPR classes for the community, SAFE, “Race for the Cure,” Silver Lining, Broken Lives Ministries through Morning View Baptist Church.

Angie Morris

- Chair, Nursing Curriculum Committee.
- Coordinator, Nurse Externship Program.
- Member, Mississippi Organization for Associate Degree Nurses.
- Member, Mississippi Nurses Association.
- Site evaluator, ACEN.
- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2017.

Mary Fleming-Parker

- Earned the Doctor of Nursing Practice degree from Samford University in August.
- ANCC Certified Family Nurse Practitioner.
- Employed part-time with North Mississippi Medical Clinics.
- Chair, Associate Degree Nursing Admissions, Progression, Readmission and Graduation Committee.
- Member, ICC's Quality Enhancement Plant Instructional Committee.
- Coordinate student Service Learning activity with Crossroads Ranch in Fulton.
- Coordinator, Dedicated Education Unit partnership with NMMC.

Robin Phillips

- Earned the Doctor of Nursing Practice degree from Samford University.

Cathy Todd

- Dosage and Pharmacology Coordinator.
- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2018.

Misti Tooley

- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2017.

Tracie Ramey

- Chair, Evaluation Committee.
- Organized service learning for ICC faculty and students at Itawamba Crossroads Ranch.

Debbie Scott

- Pursuing a Doctor of Nursing Practice degree at Samford University with an expected graduation date of July 2017.
- Continues to prepare for CNE.

Mary Walden

- Received certification as a Wound, Ostomy Continence Nurse.
- Coordinator, Seminar I.
- Reviewed “Acute and Chronic Wound” textbook by Bryan and Nix.

Licensed Practical Nursing - Dr. Kristi Dempsey, Associate Dean/Program Director of Nursing

Class of 2016/July graduation

- Total graduates - **17**
- Total tested - **17**
- **16** successful on first write
- Unsuccessful on first write- 1 (Successful on second write)
- Pass rate on NCLEX-PN - **100 percent**
- Retention/Graduation Rate - **85 percent**

Class of December 2016

- Total graduates – **21**
- Total tested - 17
- Passed on first write - **16**
- Unsuccessful on first write- 1 (Has not tested second write)
- Pass rate on NCLEX-PN - **94 percent**
- Retention/Graduation Rate - **81 percent**

Tammy Jones

- Primary Clinical Rotation Liaison for NMMC/LPN; SCM/KBMA coordinator.
- PRN Surgical Nurse, NMMC.
- Member, National League of Nursing.
- Chair, Practical Nursing Evaluation Committee.
- Engaged in community service and outreach projects.

Lisa McNeese

- Completed a Master of Science in Nursing degree from the University of North Alabama.
- Clinical Coordinator for all Practical Nursing medical clinic placements.
- Chair, Practical Nursing Curriculum Committee.
- Member, National League of Nursing.
- Engaged in community services and outreach projects.

Lisa Pearson

- Treasurer, Mississippi University for Women Alumni Association.
- Chair, PN APRG committee.
- Member, National League of Nursing.

Patricia Robbins

- Completed 15 doctorate hours at William Carey University.
- Member, Mississippi Nursing Association and National League of Nursing.
- Chair, Practical Nursing Faculty Committee.
- Certified in TB Surveillance and Testing.
- Certified BLS Instructor, MANDT and Crisis Prevention Training Certification.
- Member, National Alliance Against Mental Illness and Friends of North Mississippi State Hospital.
- Part-time employee, North Mississippi State Hospital.
- State Nurse Leader, American Red Cross 2014-2016.
- ARC volunteer.

Health Information Technology – Ms. Donna Vaughn, Director

- Ten out of 11 graduates (91 percent) passed the RHIT exam on the first write.
- Eleven out of 11 (100 percent) graduates have been placed in jobs related to the Health Information Technology degree.
- Another hybrid course has been added in the freshman class.
- Member of MSHIMA (1983-Present).

Lori Little

- Member, MSHIMA (1999-Present).
- Member, ICC's Quality Enhancement Plan.
- Member, ICC's Instructional Technology Committee.

Occupational Therapy Assistant Technology – Ms. Dee Dee Lomenick, Director

- Class of 2016 Graduation Rate – 93 percent.
- Class of 2016 NBCOT First Time Board Pass Rate – 93 percent.
- Class of 2016 NBCOT Board Pass Rate – 100 percent.
- Class of 2016 Job Placement – 100 percent (at minimum part-time or prn).
- Received reaccreditation for a period of seven years as of May 2017.
- Completed a Master of Arts degree – December 2016.

Emergency Medical Services – Ms. Deborah Roebuck, Director

- Utilized FISDAP online testing to assist with National Registry Testing.

Physical Therapist Assistant Technology – Cheryl Ware, Director

- In 2016 the PTA program had a 100 percent retention/graduation rate.
- The PTA program faculty members continue to represent the College in state and national physical therapy arenas.
- The Commission on Accreditation in Physical Therapy Education (CAPTE) onsite review team is scheduled to make its visit November 13-15, 2017. A full self-study report will be submitted to CAPTE in early fall of 2017 prior to the scheduled visit.
- Named PTA program director effective July, 1, 2016.

- Prior to this appointment, Dr. Ware served as the Academic Coordinator of Clinical Education in the PTA program for 20 years.
- Onsite Reviewer, Commission on Accreditation in Physical Therapy.
- Member, Board of Directors for Sanctuary Hospice in Tupelo.

Brandi Henley

- Named the new Academic Coordinator of Clinical Education in the PTA Program effective July 1, 2016.
- Joined ICC after 18 years of practice as a staff physical therapist at North Mississippi Medical Center.
- During her last 10 years at NMMC, she served as the Center Coordinator of Clinical Education for NMMC and was responsible for placing both physical therapist and physical therapist assistant students within the NMMC rehabilitation units for clinical experiences from more than 30 different affiliating universities and community colleges.

Radiologic Technology – Mr. Paul Crum, Director

- First attempt registry **pass rate of 94 percent** (14 out of 15) for 2016, which is well above the state and national average for the ARRT Radiography Board Exam.
- **Graduation** completion rate of **94 percent** (15 out of 16) for 2016.
- **Job placement** rate of **100 percent** for 2016 based on the program's accreditation standards.
- Continue to have a healthy application pool with well over 150 applicants to the program.

Respiratory Care Technology – Mr. Adam Denton, Director

- **70 percent** first attempt **pass rate**.
- **93 percent graduation rate**.
- **70 percent job placement** rate based on the program's accreditation standards.
- Served as director for Clinical Education for the ICC Respiratory Care program from September 2006-June 2016.
- Member, Mississippi Board for Respiratory Care (2000-present).
- President-elect, Mississippi Society for Respiratory Care; member of the ICC Curriculum Committee.
- Member, Mississippi Respiratory Care Curriculum Committee.
- Member, American Association for Respiratory Care (1999-present).
- Member, Asthma Coalition of Mississippi.
- Neonatal Resuscitation instructor.

- ACLS/PALS certified.
- National Board for Respiratory Care Certified- Neonatal Pediatric Respiratory Specialist (2004).

Beth Bowers

- Joined ICC in July 2016.
- Member, American Association for Respiratory Care.
- National Board for Respiratory Care Certified-Neonatal Pediatric Respiratory Specialist, Neonatal Resuscitation instructor.

Surgical Technology – Ms. Tonya Davis, Director

- Recognized nationally for **94 percent pass rate** on the CST exam.
- Board **testing rate** of **100 percent**.
- Pursuing a Master of Science degree in Nursing Education.
- Participating in Leadership Development Institute at ICC.

DISTANCE LEARNING INSTRUCTION – Ms. Denise Gillespie, Dean

- Received the Meritorious Achievement award.
- Promoted to Dean of eLearning.
- Member, Mississippi Community College Board Chief Academic Officers organization and the MELA statewide eLearning association.
- Attended the Creating Futures through Technology Conference and statewide MELA eLearning retreat.
- The eLearning program added a course navigation video to the home page of all online classes. This video assists students with navigating the coursework and provides tips on how to be successful in an online class.
- To further strengthen test security and academic integrity, eLearning piloted the use of Respondus LockDown Browser for final exams in 10 subject areas for Fall 2016. The pilot was deemed a successful venture, and the use of lockdown browsers for proctored testing has been implemented to 90+ percent of online subject areas.

Cassie Alexander

- Attended and promoted the Public Health Technology program through an exhibit at the Mississippi Public Health Association meeting in Jackson where she connected with public health officials and **398** attendees in October 2016. She is a member of the Public Health Association.
- Completed an **Appalachian Regional Commission grant** for the Public Health Technology program in December 2016. The primary purpose of the project was to plan, develop and establish an online associate degree program in public health. The program received a total of **\$60,493** in grant funds.

Sherry Bennett

- Attended Adobe InDesign training in May 2015.

Billy Carson

- Selected to represent ICC at the Lamplighter's Conference (October 6-7, 2016).
- Presented "Hospitality Management in the Hospitality State" at the 2017 Creating Futures Through Technology Conference (March 1-3, 2017).

Jill Coker

- Presented High Interaction Online Courses during the October 2016 ICC professional development day.
- Member, QEP Instructional Change Committee.
- Built a Health Communication course for the new Public Health Technology program.

- Served as a public speaking coach for girls at the Mayfield Church of Christ who were competing in the Lads to Leaders Convention in Memphis, Tennessee and as an expert judge for public speaking competition event at Lads to Leaders Convention in Memphis, Tennessee (April 2016).

Martha Dye

- Received the Support Staff Employee of the Year award.
- Attended the MBUG 2016 conference in Tupelo.

Jamie Hall

- Faculty adviser for the Legal Education Association (LEA), which provides professional leadership to ICC students majoring in Criminal Justice, Law Enforcement Technology and Paralegal Studies. The organization has hosted several speakers during the school year.
- Serves as a NALS volunteer exam administrator and is a member of the Mississippi Bar.
- Participated in the 2017 Mississippi Paralegal Technology Curriculum Revision.

Tim Huckaby

- Performed with the Tupelo Symphony Orchestra and taught Mantachie High School's pre-school drum camp.
- Director, Tupelo Music Masters Homeschool band.

Stacy Hughes

- Participated in the 2016-2017 Leadership Development Institute class.
- Attended the MELT Quality Matters Workshop (December, 2016).

Holly Kirk

- Attended a Train the Trainer event hosted by NSPARC in Starkville which prepared her to lead a statewide early childhood training for approximately 500 people at the Davis Event Center. The training covered new federal guidelines for the Child Care Payment Program.

Brandi McCraw

- Named the eLearning Instructional Coordinator and serves as the eLearning trainer.
- Attended the MELT Quality Matters Workshop in December, 2016.

Lynn Millender

- Served as co-adviser of the Legal Education Association (LEA), which provides professional leadership to ICC students majoring in Criminal Justice, Law Enforcement Technology and Paralegal Studies and had more than 50 students during 2016.
- Completed Civilian Response to Active Shooter Events Training developed by the ALERRT Center at Texas State University.

Dr. Laura Pannell

- Serves as the SACSCOC Quality Enhancement Plan Chair for ICC and attended the SACSCOC Summer Institute on Quality Enhancement.
- Serves as State of Mississippi Law Enforcement instructor, is on the Mississippi Gerontological Society Board of Directors and a member of the Mississippi Caregiver Coalition.
- Presented “Learning Resource Center in Instruction” and “Stress Defined and Stress Management” at the ICC Professional Development day.
- Presented “Physical Changes Associated with Aging at the Mississippi,” at the Leadership Council on Aging Annual Conference, Biloxi; “20 Resources You Never Heard Of” at the Mississippi Leadership Council on Aging Annual Conference, Biloxi and at the seventh Annual Northeast Mississippi Alzheimer’s and Dementia Conference, Tupelo; “Calming the Perfect Storm: Stress and Isolation in Older Adults” at the Mississippi Department of Mental Health Annual Mississippi Alzheimer’s and Related Disorders Conference, Natchez; “Elderly and Vulnerable Adult Law Enforcement Training” for all officers at the Tupelo Police Department, Tupelo; and “Stress Implications and Inventions Professional Development” for Mississippi Teachers Certification, Online.

Bo Rowland

- Expects to graduate in May 2017 with a Ph.D. in Community College Leadership.

Tequila Sunrise

- Attended Women in Higher Education Mississippi Network Conference, Creating Futures Through Technology Conference, Mobile Learning ’16 Corinth and attends MELA monthly meetings as well as the MELA annual retreat.
- Implemented a new User Interface complete with ICC branding for Canvas.
- Created a new online course for technology and department information to provide an area for instructors to find useful websites, apps and instructions for their online needs.

- Participated in the 2016-2017 Leadership Development Institute class.
- Serves on the QEP Marketing Committee as secretary and the QEP Instructional Change Committee.
- Presented Canvas for Traditional Instructors during the ICC professional development day

Bob Swanson

- Organized and presented at the Backyard Astronomy event on the Tupelo Campus.
- Presented Using HTML5 Simulations to Teach Conceptual Physical Science at AAPT Summer Meeting in Sacramento, California.
- Featured in ICC's Faculty Spotlight leading up to his flight aboard NASA's SOFIA aircraft and was selected MSVCC Instructor of the Year.
- Presented High Interaction Online Courses during the ICC professional development day.

Alane Tentoni

- Presented High Interaction Online Courses during the ICC professional development day.

2. Student Support Goal

The College will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- **Blue Cross Blue Shield (BCBS) - ICC WellFit 365** is partnering in the City of Fulton's Bluegrass, Blues and BBQ 5k, 9 a.m., April 29, at the Fulton Play Garden Park Pavilion. ICC opened the ropes course as part of the WellFIT 365 grant.
- **Magnolia Gold** - The Magnolia Gold Program continues to offer a unique opportunity for young men and women to become leaders in the Mississippi Army National Guard while working toward a college degree. ICC students who are interested in participating in the Magnolia Gold program or a military science elective can enroll in a campus-based program affiliated with the Mississippi Army National Guard or take a military science course. Students do not have to enlist to take courses as an elective, but those who do so can take advantage of such benefits as tuition assistance and monthly pay. To qualify, students must be U.S. citizens, full-time college students, maintain a 2.0 GPA and enlist into the Mississippi Army National Guard. The program also features a Color Guard, which participates in numerous special events at the College.
- The **shuttle service** continues to operate between the Fulton and Tupelo campuses.
- **Personal counseling services** for students continue to be utilized with an off-campus professional.
- **Homecoming court honorees** presented on October 22, 2016 as well as at activities during the week included **Hallie Dobbs**, queen; **Jenna Hull** and **Alexis Harris**, Fulton Campus freshman maids; **Jamiya Ni'shea Fields** and **Blakely Lollar**, Tupelo Campus freshman maids; **Georgia Kate Conner** and **Jamiya Smith**, Fulton Campus sophomore maids; and **Kamara S. Hall** and **Allie Sappington**, Tupelo Campus sophomore maids.
- **Blake Guntharp** and **Laken Jones** were elected as **Mr. and Miss Itawamba Community College** for 2016-17.
- Twelve ICC sophomores were named to the Hall of Fame for 2016-17 including **Bradley Dunahue**, **Jennifer Finnie**, **Margaret Hatcher**, **Serenity Hawkins**, **Taylor Kelley**, **Robert Lampkin**, **Allysa Lipsey**, **Taylor McKnight**, **Adrian Moffett**, **Jared Shields**, **Nicole Sumerel** and **Noah Tackitt**.
- **Sixty-three** ICC students were selected to **Who's Who Among Students in American Junior/Community Colleges**.
- Dr. Buddy Collins chaired the committee for the selection of Bryan Grissom and Max Munn as ICC's 2016 **Athletic Hall of Fame inductees**.

- Coordinated faculty and staff volunteers for the 2016 and 2017 bluegrass concerts and both commencement ceremonies in 2016 and 2017.
- **Dr. Buddy Collins, Ricky Brasel, Dr. Brad Boggs and Dr. Bruce Ingram** participated in a **panel discussion of campus safety** during a week of activities dedicated to the Honors in Action topic sponsored by the Beta Tau Sigma chapter of Phi Theta Kappa, November 7.
- **Cay Lollar**, director of admissions/registrar, graduated from the Education Policy Fellowship Program.
- **Michael Holloway**, recruiter and advisor, and **Emily Tucker**, recruiter and advisor, were both selected to participate in ICC's **Leadership Development Institute** for 2016-17.
- **Larry Boggs**, director of Student Recruitment and Orientation, was selected as one of four recipients of the **Meritorious Achievement award**.

Advising – Ms. Mande Miller, Director

- The Advising Center coordinated the College Fair on both the Tupelo and Fulton campuses.
- Career Center Coordinator **Carla Rose** implemented Advising/Career programs on both the Fulton and Tupelo campuses by offering more than **30 programming opportunities** for students during the fall semester. These seminars covered a variety of topics related to advising, developing an education plan and preparing students for their future educational goals.
- Career Center Coordinator **Carla Rose** provided career guidance through testing and counseling to more than **350 students** during the fall semester.
- The Advising Center utilized social media to promote academic advising with **85 posts each on Twitter and Facebook** and **22 posts on Instagram**.
- The Advising Center offered monthly professional development opportunities for faculty and staff advisers.
- The Advising Center implemented a system to enroll At-Risk Students in LLS 1412 - Improvement of Study for the spring term to increase retention.
- The Advising Center is continually collaborating with TIS to implement an enhanced Advising Portal to reflect in its assessment of advising.

- The Advising Center coordinated campus visits for area senior colleges to familiarize students with the transfer process after earning an AA degree.
- The Advising Center met with prospective students during campus visits regarding their future academic plan and emphasized the excellent academic qualifications of ICC's faculty.

Supportive and Disability Services – Mr. Marcus Simmons, Director and Ms. Emily Lamb, Director

- Emily Lamb earned the Master of Science in Health Education degree and became credentialed as a Certified Health Education Specialist (CHES). She attended the annual ADA/SSC/Title IX/WBLC conference in Jackson.
- The Office of Supportive Services has created and offered online professional development courses on disability topics during the past year. The informative presentations provide ICC faculty and staff as well as area teachers and administrators an opportunity to learn about different conditions and teaching methods to address different types of disabilities. Completers of these online programs can obtain CEUs, required for Mississippi Department of Education License renewal. Hundreds of area teachers have participated. The courses are offered free of charge. For fall 2016 and spring 2017, OSS offered the following training sessions online:
 - Instructing the Visually Impaired.
 - Instructing the Hearing Impaired/Deaf.
 - Asperger's Syndrome: Understanding Students with Asperger's.
 - Surviving the Stress

Admissions and Records – Ms. Cay Lollar, Director & Registrar

- Admissions/Records had perfect Mississippi Community College Board admissions audits for Fall 2015 and Spring 2016.
- **4,852** transcripts from other colleges and high schools were received, scanned and processed for ICC students from February 1, 2016 through January 25, 2017.
- **11,952** letters were sent to ICC applicants from February 1, 2016-January 26, 2017.
- **9,821** applications for admission were processed and scanned for students by admit code from February 1, 2016-January 26, 2017.
- **151** grade changes were processed for students during 2016.

- **1,462** current student records were set up for students enrolled during the summer 2016 semester.
- **6,057** current student records were set up for students enrolled during the fall 2016 semester.
- **4,909** current student records were set up for students enrolled during the spring 2017 semester.
- **1,377** Degrees/Certificates were Awarded:
 - 1,020** Degrees/Certificates Awarded -- May 2016
 - 143** Degrees/Certificates Awarded – Summer 2016
 - 214** Degrees/Certificates Awarded -- December 2016
- **273** took the Residual ACT on the Fulton Campus from February 1, 2016-January 26, 2017.
- **26** (Summer 2016) and **110** (Fall 2016) students who failed to meet admission requirements were contacted by phone, mail and classroom visits. Admission requirements must be met to continue as an ICC student.
- **2,359** transcripts from other colleges were evaluated and articulated from February 1, 2016-January 26, 2017.
- Excessive Absence Forms were processed in 2016
 - 4,100** Forms (Spring 2016) – **3,819** Students
 - 203** Forms (Summer 2016) – **183** Students
 - 4,517** Forms (Fall 2016) – **4,245** Students
- Readmission Forms were processed in 2016
 - 1,943** Forms (Spring 2016) – **885** Students
 - 60** Forms (Summer 2016) – **48** Students
 - 1,870** Forms (Fall 2016) – **894** Students
- No Shows were processed in 2016
 - 425** Forms (Spring 2016) – **191** Students
 - 157** Forms (Summer 2016) – **108** Students
 - 940** Forms (Fall 2016) – **356** Students
- **Dual Credit/Dual Enrollments for Spring 2016, Fall 2016 and Spring 2017**
 - 938 Classes (722 Students)** – 720 DC Students and 20 DE Students Spring 2016
 - 1046 Classes (793 Students)** – 773 DC Students and 23 DE Students Fall 2016
 - 992 Classes (761 Students)** – 709 DC Students and 12 DE Students Spring 2017

Housing – Mr. Chad Case, Director

- Programs included
 - August 31, 2016 – “Surviving Sheffield” – **Andrea Senter**
 - September 26, 2016 – “Career Game” (Sheffield Hall) – **Carla Rose, Mande Miller**
 - October 16, 2016 – “Active Shooter Training” – **Chief Ricky Brasel**
 - October 24, 2016 – “Family Planning” – **Andrea Senter, Penny Johns**
 - February 27, 2017 – “Career Game” (Itawamba Hall) – **Carla Rose, Mande Miller**
- Implementation of StarRez, a housing and conduct software that will be used for the application process, room claim and reclaim and residence hall violations as well as the incident system that is currently being used by Campus Police at all three college locations.

Student Affairs – Dr. Brad Boggs, Director

- Student Affairs hosted its second **Honors Orientation** session on the Fulton Campus for high school seniors.
- Personnel presented information, advised and registered all incoming freshmen during these sessions.
- Tupelo Campus **Student Government Association** worked with the local **Salvation Army** to serve **50+ Angels** for an Angel Tree on campus.
- Student Affairs personnel conducted **phone call campaigns** before the start of each semester in an attempt to recover eligible students who were previously enrolled at ICC, but had failed to sign up for classes.
- Student Affairs personnel actively participated and assisted in the second **summer bridge program** for Summer 2016, **LEAP**.
- Student Affairs worked with the ICC Band Department to set up a **recruiting tent** and talk to prospective students/parents at a **band competition** held at Tupelo High School.
- A new Director of Recruiting and Orientation, Marty Cooper, was hired to replace longtime Recruiting Director, Larry Boggs.
- The Director of Student Affairs worked with Community Relations to develop an **Emergency Procedures** poster to be placed in all classrooms and offices as a quick reference guide.

INSTRUCTIONAL SERVICES DIVISION – Dr. Michelle Sumerel, Vice President

Learning Resource Center – Janet Armour, Director

- Library staff conducted **138 library instruction sessions** for **2,474** traditional and dual-credit **students**.
- From July 1, 2016 through December 31, 2016, **48,966 students** received services in the Fulton Campus Learning Resource Center, while **14,745** students utilized the Internet services. From July 1, 2016, through December 31, 2016, **16,085** students utilized services in the Tupelo Campus Learning Resource Center, while **7,887** students utilized the Internet services.
- The LRC Fulton Campus has received a **matching ARC grant** for 62 computers. Sixty-two Thin-Client computers have been installed, and TIS has purchased a new computer server to accommodate the new computers.
- **Two computer labs** in the Fulton LRC have been **updated** with ceiling-mounted LCD projectors and Apple TV.
- The LRC Tupelo has converted an existing classroom into a **computer lab with 24 computers**.
- LRC Tupelo obtained **nine computers** from the Fulton LRC to help with the number of computers.
- LRC Tupelo Campus – a former very small computer lab has been converted to a **new study room**.
- The LRC Fulton Campus has created a **new study lounge** from already existing space.
- The LRC continues to **subscribe to specialized online collections**: A.D.A.M. (an online, interactive anatomy program, designed for use by allied health classes); Ebsco's E-Book Collection for Community Colleges (provides over 40,000 titles to its electronic-book collection to benefit online and traditional students).
- Librarians Holly Gray and Holly Karr attended the American Library Association Conference in Atlanta, Georgia in January 2017.
- ICC Learning Resource Center director Janet Armour is serving as manager of the MELO (Mississippi Electronic Libraries Online) Project for the 15 Mississippi Community Colleges MSVCC.
- Janet Armour was appointed by Governor Phil Bryant to serve as a member of the Mississippi Library Commission Board of Commissioners.
- Janet Armour attended the QEP SACSCOC in Grapevine, Texas in July, 2016.
- Janet Armour attended the annual SACSCOC Conference in Atlanta, Georgia in December 2016.

Academic Success and Retention – Dr. Bronson Prochaska, Director

- The new division encompasses PACE/College Life Program for first-time entering freshmen, retention data reporting for academic divisions and L.E.A.P. Summer Bridge Program.
- Continued high retention rate for students in PACE/College Life classes, surpassing the institution's retention rate by 5 percent.
- Expanded course offerings by developing a hybrid improvement of study course taught in the October eight-week eLearning term as well as an orientation class.
- PACE/College Life program offered 51 sections of courses in traditional, evening and eLearning settings.
- Expanded L.E.A.P. Summer Bridge Program by creating learning communities for participants. In addition, participants were blocked-registered in groups for the same English composition I and college algebra classes in order to continue their learning collaboration. Further, students continued meeting weekly as a group in a newly-developed course, orientation class. Both actions helped foster the learning community environment for students, enhancing and improving their educational experience at ICC.
- Increased participation in L.E.A.P. Summer Bridge Program 20 percent over the previous summer.
- Division chair and lead online instructor for the Learning and Life Skills Division.
- Instructor for PACE/College Life, Improvement of Study and Orientation courses.

Member, Behavior Intervention Team, Curriculum and Financial Aid Appeals Committees as well as the Honors Council.

- Community service:
 - Board of Trustees, ICC's Wesley Foundation
 - Chair, Board of Trustees for the Itawamba County West Food Pantry
 - Board of Directors, Mantachie Rural Healthcare Clinic

Holli White

- Officer, Association of Educational Office Professionals.

Student Success Center/Writing Center, Fulton Campus – Sherry Bennett, Manager

- Provided tutoring for ICC students in all math and science courses taught at the College (August 2016-December 2016), **160** appointments.
- Provided orientations for high school groups who visited the Student Success Center.
- Provided writing assistance to ICC students (August 2016-December 2016), **210** appointments.
- Presented monthly seminars for students focusing on improving aspects of their writing.

Student Success Center/Writing Center, Tupelo Campus – Regina Moffett, Manager

- Conducted three writing center workshops (Fall 2016).
- Member, SACSCOC QEP Literature Review Team (2016-present).
- Member, SACSCOC QEP Instructional Change Committee (2016-present).
- Member, Professional Development Planning Committee (2016-present).

3. Technology Goal

The College will use the latest and most appropriate technology to support and enhance all operations, programs and services.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Telecommunication & Information Services – Mr. Allen Coleman, Director

- Completed **1,906** work orders.
- Responded to approximately **1,700** phone calls and **600** emails for student and faculty assistance.
- Upgraded Web hosting platform (DotNetNuke).
- Implemented new website design; upgraded Scout, prospective student website; and upgraded myTribe.
- Installed various Banner upgrades.
- Launched **62** Citrix thin clients in the Learning Resource Center on the Tupelo Campus.
- Upgraded video surveillance system to new software.
- Upgraded hard drives in the Computer Science department to SSDs.
- Started upgrade of all computers to Windows 10.
- Installed a new computer lab in the Learning Resource Center on the Tupelo Campus.
- Installed classroom PCs, projectors and smartboard in the Natural Science building on the Tupelo Campus.
- Installed phones, PCs and wireless APs in the new Physical Plant on the Tupelo Campus.
- Relocated the Tupelo Campus Network Core and the phone system from the now-demolished Administration Building and the computer lab from Administration 103 to Student Support 100.
- Upgraded hard drives in Student Support 104 and 106 on the Tupelo Campus.
- Completed conversion of Tupelo Campus wireless APs to Aerohive and to VOIP telephones.
- Reconfigured IP scheme for Tupelo Campus network.
- Implemented Network Access Control on the Tupelo Campus.
- Added **32** additional network drops in the WIN Job Center at the Belden Center.
- Designed and implemented comprehensive technology infrastructure upgrades for the following buildings, including network infrastructure, wireless and voice-over-IP telephones:
 - Fulton Student Services and Activities Center
- Provided multiple professional development sessions for faculty and staff.

4. Campus Climate Goal

The College will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- **Blue Cross Blue Shield (BCBS) - ICC WellFit 365** is partnering in the City of Fulton’s Bluegrass, Blues and BBQ 5k, 9 a.m., April 29, at the Fulton Play Garden Park Pavilion. ICC opened the ropes course as part of the WellFIT 365 grant.
- The **shuttle service** continues to operate between the Fulton and Tupelo campuses.
- **Personal counseling services** for students continue to be utilized with an off-campus professional.
- **Dr. Buddy Collins, Ricky Brasel, Dr. Brad Boggs and Dr. Bruce Ingram** participated in a **panel discussion of campus safety** during a week of activities dedicated to the Honors in Action topic sponsored by the Beta Tau Sigma chapter of Phi Theta Kappa, November 7.

Campus Police – Chief Ricky Brasel

- All full-time officers have bulletproof vests.
- Conducted active shooter training for facility and staff at all three college locations.
- Developed quick reference posters to be placed in all classrooms and offices with information of what to do in case of an emergency.
- ICC is in full compliance with all federal regulations with Clery reporting and the Violence Against Women Act.
- Participated in a guns on campus question-and-answer session sponsored by the Tupelo Campus chapter of Phi Theta Kappa.
- Conducted a presentation of safety protocol for RAs and Resident Managers at the Fulton Campus.
- The policy and procedures manual for Campus Police is being updated.

Fitness Center – James Harris

- Held CPR and AED certification sessions.
- Offered four spin classes weekly.
- Offered yoga once per week.
- Offered PiYo class once per week.

- Offered pound class once per week in Fall 2016.
- Offered boot camp class once per week in Fall 2016.
- Offered body fat assessments weekly to Fitness Center members.
- Upgraded Fitness Center equipment: purchased four new spin bikes and two new rowing machines.
- Completed fitness assessments for ICC WellFIT 365 quarterly report.
- Served as a member of the ICC WellFIT 365 executive committee.
- Fall 2016 Professional Development – taught self-defense and stress relief methods to faculty/staff.
- January 2017 – renewed American Heart Association BLS/CPR/AED recertification.
- February 19, 2017 – renewal of American Aerobic Association International and Sport Medicine Association Cycling Instructor Certification

5. Fiscal Goal

The College will maintain sound financial management while focusing on programs and services vital to the mission of the College.

PRESIDENT – Mr. Mike Eaton

- Applied for and received an **Appalachian Regional Commission grant** for **\$2 million** for the buildout at the Belden Center.
- Applied for and received an **Appalachian Regional Commission grant** for **\$20,000** for additional computers in the Learning Resource Center.

BUSINESS SERVICES – Mrs. Sandi South, Executive Director Finance

- **Sandi South** was selected as the recipient of the **2016 Outstanding Business Officer award** for Region VI of the Community College Business Officers. The award was presented on September 27 during the organization's 34th annual international conference in Orlando, Florida.
- **FY 2015-2016 Audit Report** has been received with another year of **no findings**

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

- ICC is the recipient of a **\$3.5 million FEMA grant** to construct the safe room/band hall.
- ICC is the recipient of a **\$1.2 million ARC grant** for Belden Center's Career and Technical Education Tool and Die program. This will create expanded teaching and training facilities.

ECONOMIC & COMMUNITY SERVICES – Dr. Joe Lowder, Dean

- Two new major partnerships are with the **Second Chance Foundation** and the **Family Resource Center**. Both organizations awarded ICC's DECS with money to support people advancing in a career pathway. The grants combined for **\$150,000** and provide staff for ICC and support, tuition, fees and barrier mitigation for participants to attend credit and non-credit pathways.

INSTRUCTIONAL SERVICES DIVISION – Dr. Michelle Sumerel, Vice President

- Completed an **Appalachian Regional Commission grant** for the **Public Health Technology program** in December 2016. The primary purpose of the project was to plan, develop and establish an online associate degree program in public health. The program received a total of **\$60,493** in grant funds.

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Held fundraiser, Mama's Got a Brand New Bag, that raised more than \$7,000 with **\$3,500** donated to the **ICC Foundation, Inc.**
- Received a **\$25,000** check from the ER Carpenter for the **Health Science Education Center.**
- Raised **\$84,000** from the **Bluegrass & Barbeque Concert 2016**

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- **No audit findings** for 2015-16 (preliminary report) for **Financial Aid.** Final report was due in March 2017. Auditor indicates ICC should have the report in late February to early March.
- Admissions/Records had **perfect** Mississippi Community College Board **admissions audits** for Fall 2015, Spring 2016.

6. Growth Goal

The College will strive to achieve an annual enrollment increase.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

- Increased Dual Credit Enrollments with all district high schools.
 - **938 Classes (722 Students)** – 720 DC students and 20 DE students Spring 2016
 - **1046 Classes (793 Students)** – 773 DC students and 23 DE students Fall 2016
 - **992 Classes (761 Students)** – 709 DC students and 12 DE students Spring 2017

STUDENT SERVICES – Dr. Buddy Collins, Vice President

Student Affairs – Dr. Brad Boggs, Director

- Student Affairs hosted its second **Honors Orientation** session on the Fulton Campus for high school seniors.
- Personnel presented information, advised and registered all incoming freshmen during these sessions.
- Student Affairs personnel conducted **phone call campaigns** before the start of each semester in an attempt to recover eligible students who were previously enrolled at ICC, but had failed to sign up for classes.
- Student Affairs personnel actively participated and assisted in the second **summer bridge program** for Summer 2016, **LEAP**.

Student Recruitment, Orientation & Scholarships – Mr. Marty Cooper, Director

- New this year for the Recruiting Department is an effort to **begin recruiting juniors** at each high school. In the past, information was collected from seniors in the first few weeks following the opening of the fall semester. By collecting individual information (cell numbers) from juniors, ICC can recruit the students at a younger age. In order to emphasize the importance of junior recruiting, ICC will have its first Junior Preview Day, April 17. All juniors and their parents will be invited to the Fulton Campus to answer their questions and provide academic and financial aid information.
- **Irijah Kinard** joined the Recruiting Department staff. He is a graduate of Houston High School, ICC and Ole Miss, where he also earned his master's degree.

- Beginning this year, each recruiter is **hosting an appreciation luncheon for the counselors** for the schools they recruit. This will not only allow ICC to express its appreciation, but it will also afford ICC the opportunity to gain insight on how to better serve the students.
- The **ICC Mobile Lab** was utilized this year at the **Career Expo at the BancorpSouth Center** in October. More than **700 eighth-graders** from North Mississippi had an opportunity to view the lab and ICC recruiting booth. The Mobile Lab was also used when more than **580 sixth-graders** from Milam School in Tupelo visited the Fulton Campus in mid-November.
- The TIS Department developed a **new “Scout” page for the Recruiting** Department in the fall of 2016 with the assistance of Community Relations Department. The “Scout” page is used by students and counselors to schedule individual tours at each of ICC’s three locations.
- ICC’s student-led **Freshman Orientation** continues to be a huge success as **98.1 percent** of the **1,359 students** who attended indicated that they had a great experience. It has proven to be a great way to provide students the information needed for a good start in college.
- For the second straight year, ICC offered **Honors Orientation** this April for seniors who scored a 24 or better on their ACT with **78 students** attending.
- Scholarships awarded to entering freshmen for the 2016-17 school year include:

▪ 28+ ACT Scholarship	65
▪ 24-27 ACT Scholarship	281
▪ 22-23 ACT Scholarship	240
▪ Valedictorian/Salutatorian	29
▪ Academic Scholarship	336
▪ Regular Career Incentive	6
▪ Special Career Incentive	13
▪ Special Achievement	67
▪ Leadership	473
▪ Adult Learner	135

Financial Aid – Mr. Terry Bland, Director

- **Terry Bland** earned the Master of Science in Higher Education degree from Walden University in April 2016.
- **Candace Thomas** earned the Master of Business Administration degree from Delta State University in May 2016.
- **Tony Lee** earned the Bachelor of Science in Business Administration degree from MUW in December 2016.
- **Angenett Curry** earned the Associate of Applied Science in Early Childhood Education Technology degree from Itawamba Community College in May 2016.
- ICC has earned the **2017 Military Friendly® School** designation by Victory Media, publisher of G.I. Jobs®, STEM Jobs™ and Military Spouse.
- ICC has partnered with **Get2College**, a non-profit service of **Education Services Foundation (ESF)** of Jackson to do FAFSA completion days in ICC's district high schools.
- Successfully implemented **Early Pell** due to the Department of Education's opening the 2017-18 FAFSA on 10/1/2016.
- Successfully performed new year setup in Banner to begin processing 2017-18 FAFSAs five months earlier than last year! ICC was not able to begin processing 2016-17 until June 2016 due to Banner upgrades that could not be performed until the end of the term grades were posted.
- Combined the required annual disclosures into one email notification and submitted to all enrolled students and employees prior to the deadline.
- Completed the **Fiscal Operations Report and Application for Participation (FISAP)** prior to the deadline.
- Received notification that ICC's **Cohort Default Rate (CDR)** on student loans has dropped to **18.8**.

Fraud Prevention

- **Angenett Curry** and **Mandy Walker** acted early to prevent fraud by enlisting the help of the Director of Financial Aid, the Vice President of Student Services and the U.S. Department of Education's Office of Inspector General to investigate the actions of an organization that did not have its students' best interest in mind. The investigation proved that the organization was fraudulent and aid disbursements were delayed until students were notified to resolve the breach. This saved the College and Department of Education thousands of dollars. The sports academy is now being investigated by the OIG for attempted fraud and by BankMobile for identity theft.

Audit for 2015-2016

- No audit findings for 2015-16 (preliminary report). Final report was due in March 2017. Auditor indicates ICC should have the report in late February to early March.

Gainful Employment Debt/Earnings Ratio Evaluation

The U.S. Department of Education monitors all programs that do not lead to an associate's degree for job placement, indebtedness, etc. so each year ICC has to report the required data on the Licensed Practical Nursing (LPN) and Welding students. The 2016 D/E findings were issued in October 2016. Both the Licensed Practical Nursing (LPN) and Welding programs passed the evaluation.

Outreach

- **Terry Bland** was elected to serve a two-year term as treasurer of the Mississippi Association of Student Financial Aid Administrators (MASFAA), previously having served from 1998-2000.
- **Mandy Walker** served her second year as treasurer for the Veterans Affairs Administrators of Mississippi (VAAMS).
- The Financial Aid office held **FAFSA Fridays** during Spring and Fall 2016 at both the Fulton and Tupelo campuses to assist prospective students with the completion of the Free Application for Federal Student Aid. These are also scheduled for Spring 2017.

7. Building Goal

The College will construct and improve facilities based on prioritized needs as funds become available.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Physical Plant – Mr. Thomas Bonds, Director

- Completed the construction of the **Baseball Locker Building**.
- Renovation of the **softball field**.
- Completed the construction of the **Tupelo Campus Physical Plant**.
- Completed the interior renovation of the **Technical Education building** at the **Tupelo Campus** for conversion to the **Natural Science building**.
- Move labs and personnel from the Administration building to the renovated **Technical Education building/Natural Science building** at the **Tupelo Campus**.
- Demolished buildings A, C, D and E on the Tupelo Campus for a construction site to accommodate the new Academics Classroom building.
- Working with engineers on designing the new Academics Classroom building for the Tupelo Campus.
- Worked with engineers on designing and bidding the Band Hall/Safe Shelter at the Fulton Campus and started construction.
- Painted **Lambert Stadium**.
- Removed all vinyl floor covering, replaced Texas Granite floor covering and painted in the **Student Activities Center** at the **Fulton Campus**.
- Removed booths and installed new tables and chairs in the **Student Activities Center** at the **Fulton Campus**.
- Renovated kitchen area and serving bar in the **Student Activities Center** at the **Fulton Campus**.
- Removed and installed new carpet and ceiling tile in the **TIS building** at the **Fulton Campus**.
- Designed and constructed an outfield fence, which is steel frame with treated wood boards, at the **baseball field** on the **Fulton Campus**.
- Wrote new operation and maintenance procedures manual for the College's natural gas system.
- Sent Ricky Lindley to training on the Siemens Control System.
- Replaced 50 feet of sewer line south of **TIS** by in-house plumber John Steel.
- Replaced transformer at the **Davis Event Center**.

- Replaced 3,000 feet of underground electrical cable in conduit and switchgear from **Lee Hall** to the Academics building to complete the loop system at the Fulton Campus.
- Replaced 300 feet of underground electrical cable in conduit from the **Academics Building** to the transformer near the Crane Pavilion.
- Installed new projector screens at the **Davis Event Center**.
- Became a member of **Mississippi 811**.
- Mapped water lines feeding Pontotoc Hall and all utilities from the **tennis court** west including all of the **softball field** area.
- Began an updated utilities mapping plan for the Fulton and Tupelo campuses and the Belden Center.
- Installed 24 LED down lights in the lobby of the **Davis Event Center**.
- Constructed a pole barn to house a new batting cage at the baseball field.
- Renovated the periodical room for conversion at the **Learning Resource Center** on the **Fulton Campus**.
- All Physical Plant employees completed a minimum of 12 hours of professional development.
- Continuing to study new ways to conserve energy.

8. Administrative Management Goal

The College will provide quality administration and management to the educational and support services of the College.

INSTITUTIONAL RESEARCH & ACCOUNTABILITY – Ms. Liz Edwards, Director

- Completed the 2015 Report Card submission and assisted with the statewide strategic plan and master budget reporting.
- Served on Instructional Policies Committee.
- Served on CIRE (Council of Institutional Research & Effectiveness).
- Past officer of MAIR (Mississippi Association of Institutional Research) and attended and MAIR conference April 2016.
- Awarded the inaugural MAIR Unsung Hero award.
- Served as SACCR (Southeastern Association of Community College Research) Past-President for 2016.
- Attended SACSCOC conference in December 2016 and the MCCB Summer Data Conference in June 2017.
- Peer reviewer for the Southern Association of Colleges Commission on Colleges.
- Submitted the SACSCOC Compliance Certification Report for the Off-Site Committee Review on March 1, 2017.
- Directed the planning for the SACSCOC Decennial visit in Fall 2017 and directed the planning for the first phase of the Quality Enhancement Plan.

STRATEGIC PLANNING & INSTITUTIONAL EFFECTIVENESS – Ms. Amy Cappleman, Director

- Led two annual planning training sessions and nine annual planning completion workshops with 39 percent of eligible planners taking advantage of the assistance workshops. Of the College's 295 annual planning outcomes, 58 percent were achieved and another 23 percent were not achieved but improved for a total improvement rate of 81 percent. Of those 295 outcomes, 265 supported the 2011-2015 strategic initiatives and 292 supported the institutional goals.
- The new 2016-2020 Strategic Plan was implemented in the spring of 2016 with 21 of the 25 original outcomes, or 84 percent being started in the first year, which is an aggressive execution of the plan. Reasonable adjustments were made to the original responsible parties and assessments.
- Conducted a professional development session on February 20, 2017 providing ICC employees with an update on the progress made on the 2016-2020 Strategic Plan and explained how refinement and updating of the plan and process works. Employees attending the Fulton and Tupelo sessions asked analytical questions resulting in good dialogue showing that the College as a whole is progressing in understanding the planning concept and process.

- In spring 2016, the CAAP (Collegiate Assessment of Academic Proficiency) was administered to 401 ICC sophomore students. This national exam measures student proficiency in the general education competencies of writing, mathematics, reading, critical thinking and science. ICC students scored above the national average in writing, mathematics and science.
- Implemented a software solution that linked the survey system to the Canvas learning management system so that students can complete their course evaluations (SEIs) through Canvas in addition to through the traditional email invitations. This has improved response rates by 10 percentage points in the first semester.
- Coordinated and facilitated ICC's 2016-2017 Leadership Development Institute. Participants completed 22 hours of face-to-face training and instruction directly related to ICC's mission, policies, procedures and values as well as overall leadership skills and the history of the Mississippi community college system.
- Chair, Strategic Planning Council.
- Chair, Planning and Assessment committee.
- Member, Leadership and Writing teams, Southern Association of Colleges and Schools Commission on Colleges.
- Member, ICC's QEP Topic Selection committee, QEP Instructional Change committee, and SACSOC Logistics committee.
- Attended SACSCOC Summer Institute on Quality Enhancement and Accreditation (July 17-20, 2016).
- Attended SACSCOC Annual Meeting (December 4-5, 2016).
- Attended MAIR (Mississippi Association of Institutional Research) (March 31-April 1, 2016).
- Served as the 2016-2017 MAIR Member-at-Large officer representing two year institutions in Mississippi.
- Served on CIRE (Council of Institutional Research and Effectiveness).

9. Professional Faculty Goal

The College will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee for 2016-2017 includes:

Dr. Michelle Sumerel, Chair	V.P. of Instructional Services
Thomas Bonds	Director of Physical Plant/Grounds
Denise Gillespie	Dean of eLearning Instruction
Dr. Buddy Collins	V.P. of Student Services
Mande Miller	Director of Advising
Rilla Jones	Dean of Health Science Instruction
Janet Armour	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Connie Yielding	AEOP President, Fulton
Barry Emison	Dean of Career and Technical Instruction
Stacey Hughes	eLearning Operations Specialist
Cay Lollar	Director of Admissions/Registrar
Dr. Joe Lowder	Dean of Economic and Community Services
Brandi McCraw	eLearning Coordinator
Regina Moffett	Student Success/Writing Center Specialist

Professional Development topics and speakers for 2016-2017 included:

Online Offerings	Fall 2016 Offerings	Spring 2017 Offerings
<p>FERPA</p> <p>Teaching Strategies</p> <p>Using the Smartboard</p> <p>Recruiting Campus Wide</p> <p>Phone and Email Etiquette</p> <p>Microsoft Word 2013</p> <p>Microsoft Outlook 2013</p> <p>Microsoft Excel 2013</p> <p>Learning Theory: The Basics</p> <p>Stress Management</p> <p>Staying Positive in the Workplace</p> <p>Emergency Procedures</p> <p>Curriculum Development</p> <p>Good Teacher Bad Teacher: Closing the Gap</p> <p>Dr. David Lee - See what Others Don't See</p> <p>Web Browsers</p> <p>Violence Against Women Act (VAWA)</p> <p>SACS: Why It's Everybody's</p> <p>Business/SPR16 ProfDev</p> <p>February 2016 Faculty/Staff Meeting</p> <p>Films on Demand Database Orientation</p>	<p>Windows 10 & Microsoft 2016</p> <p>Information Literacy</p> <p>LRC with Instruction</p> <p>Basic Banner</p> <p>AppleTV</p> <p>Advanced Banner</p> <p>Effective Communication</p> <p>Gangs</p> <p>Activating the Inactive Student:</p> <p>Inviting Students to Engage</p> <p>High-Interaction Online Courses</p> <p>Stress Relief Exercise</p> <p>Recruitment</p> <p>Relating to All Types of Students</p> <p>The Future of CTE</p> <p>Advising Updates</p> <p>Canvas for Traditional Instructors</p> <p>Technology What's Available</p> <p>Self Defense</p> <p>Dealing with Customers</p> <p>Apply Lean Tools Where I Work</p> <p>Financial Aid Overview</p> <p>War Stories of the Classroom</p> <p>Starlink</p> <p>ADA Compliance</p>	<p>Technology in the Classroom</p> <p>Self Defense</p> <p>Student Centered Teaching</p> <p>The Social Shake-Up: You are what you share!</p> <p>QEP</p> <p>Breathing and Relaxing</p> <p>Canvas for Traditional Instructors</p> <p>Before You Hit Send</p> <p>What's new in Technology</p> <p>Emergency Procedures Q & A</p> <p>Purchasing Requisitions and Budgets</p> <p>Windows 10 and Microsoft 2016</p> <p>Recruitment, PTK, Honors College</p> <p>Health Science Programs</p> <p>Strategic Planning Update</p> <p>I Know I Can</p> <p>PERS Retirement</p> <p>The Toyota AMT Program</p> <p>eBooks and Audio Book</p> <p>High Interaction Online Courses</p> <p>Resolving Workplace Conflict</p> <p>10 Lessons Learned About Successful Teaching</p> <p>Keep Students Motivated and Present</p> <p>Stress Relief</p> <p>Financial Aid, Advising, and Graduation Updates</p> <p>Stress Relief Exercise</p>

10. Human Resources Development Goal

The College will provide appropriate training and professional development to maintain employee competence and productivity.

HUMAN RESOURCE AND ADMINISTRATION – Mr. Tim Senter, Executive Director

- Conducted 15 new employee orientations and a group new employee orientation with 20 participants; 21 exit interviews and a retirement seminar for Professional Development.
- Conducted 21 exit interviews.
- Attended the Department of Labor, FLSA training seminar and the Equal Employment Opportunity commission training seminar; and the annual Mississippi Community and Junior Colleges Business Managers meeting.
- Conducted 14 scholarship appeal extensions.
- Hosted a session at the annual Mississippi Banners User Group.
- Elected vice president of the Mississippi Community College Human Resource Association group.
- Member, Writing and Leadership team for Southern Association of Colleges and Schools Commission on Colleges.

Note: See Professional Development committee members and opportunities provided in FY 2016-2017 on page 47-48.

11. Public Relations Goal

The College will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the College, both within the community it serves and the education community at large.

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Member of the Board of Directors, Fulton Chamber of Commerce.
- Member of the Board of Directors, NEWMS; attended conference.
- Member, College Public Relations Association of Mississippi and Public Relations Association of Mississippi.
- Member, QEP topic selection committee.
- Chair, NEWMS Women of Distinction Award Ceremony.
- Chair, Standards Committee (developed new logos, branding).
- Coordinator, ICC/Northeast Legislative Luncheon.
- Member, Southern Association of Colleges and Schools Commission on Colleges leadership team.
- Organized first ICC Foundation Scholarship Donor Appreciation dinner, WellFIT 365 ropes course ribbon cutting and Capitol Day.
- Coordinated Homecoming (Alumnus of the Year, Athletic Hall of Fame honoree luncheon, Red, Hot & Blue cookout, warpath walk), Military Appreciation Night, retirement reception, ICC honoree with the Mississippi Sports Hall of Fame induction ceremony, ICC participation in Leadership Fulton, Bluegrass corporate sponsors luncheon, MACJC Legislative Appreciation luncheon and redesign of the ICC website.
- Developed basketball theme nights.
- Pre-game and halftime announcer for the All-American Band.
- Implemented a community/student tailgate contest, the LIN (Live Indian News) Club.
- First ever community college to host a Naturalization ceremony – Northern District – Hosted luncheon for judges and VIPs.
- Football media day and luncheon.
- Hosted annual tailgate, media appreciation luncheon, alumni graduation breakfast and alumni night – pack the house basketball game.

- Presenter for new employee orientation.
- Supertalk radio – ICC edition of Our Town.
- Development of a new advertising plan.
- Full production of commercials.
- Sponsor of Mama’s Got a Brand New Bag.
- Teach music appreciation online classes.
- Alumni spotlights.
- Alumni Association partnered with Hotel Storm for hotel discounts.
- Advocate, Juvenile Diabetes Research Foundation.
- Volunteer, Juvenile Diabetes Research Foundation of Mississippi.
- Presented “The Social Shakeup at ICC,” Professional Development Day, February 2017.

Public Information – Ms. Donna Thomas

- Sent approximately **300** news releases for ICC during 2016-17.
- Assisted with proofreading and editing the narratives for the Southern Association of Colleges and Schools Commission on Colleges and virtual tour information for the Colleges’ reaffirmation of accreditation; Student Services with the development of emergency posters for buildings at all three College locations; in the revision of the Continuity of Operations Plan, Crisis Risk Management Plan and Emergency Procedures manuals for all three college locations; revision of the Department of Economic and Community Services information booklet distributed to the members of the District Workforce Council; Marty Cooper’s column for the *Northeast Mississippi Daily Journal’s* College Prep Guide; homecoming; yearbook copy, proofreading and revisions; and compilation and review of documents in preparation for the 2017 Office of Civil Rights site visit.
- Faculty sponsor for the *Chieftain* – supervised an 11-member staff and produced six online editions.
- Proofread and edited the 2017-18 ICC *Catalog*, eLearning Policies and Procedures Manual, the office of Disability Services Policies and Procedures Manual, all copy on ICC’s website to assist in the redesign process; handbooks for Practical Nursing, Radiologic Technology, Associate Degree Nursing and Respiratory Care Technology as well as proofread, edited and formatted college-wide accomplishments for dissemination to the Board of Trustees.

- Coordinated advertising of both the annual Report Card mandated by the Mississippi Community College Board and the notification statement mandated by the Office of Civil Rights.
- Worked at both Commencement ceremonies in May and provided coverage for the *Northeast Mississippi Daily Journal*.
- Wrote articles for a Bass magazine and the Mississippi Workforce Advantage Newsletter.
- Accumulated student honors for inclusion in reports to the Boards of Supervisors in Chickasaw, Itawamba, Lee, Monroe and Pontotoc counties.
- Attended and covered MIBEST open house, the announcement/press conference for the Furniture “Certified” Academy.
- Secretary, Itawamba Community College Alumni Association.
- Member, nominating committee, officers/directors, ICC Alumni Association.
- Treasurer and scholarship committee member, College Public Relations Association of Mississippi.
- Member, Public Relations Association of Mississippi.
- Member, Board of Directors, North Mississippi Chapter, American Red Cross.

Social Media Specialist – Ms. Maggie Caldwell

- Winter 2016 Alumni magazine.
- Developed and implemented several marketing campaigns including video, graphics, social media and ads including the “Why I love ICC” campaign for Valentine’s Day.
- Created geofilters for the Fulton and Tupelo campuses for SnapChat.
- Promoted all aspects of the College on five social media outlets.
- Oversee other breakout groups of social media pages related to the College.
- Created more than **100** posters, fliers, banners, graphics for events and programs related to the College.
- Oversee the LIN Report.
- Photography for events related to the College.
- Served on the QEP marketing committee.
- Member of PRAM.

- Held fundraiser, “Mama’s Got a Brand New Bag,” that raised more than **\$7,000** with **\$3,500** donated to the ICC Foundation, Inc.
- CPRAM awards including third place for ICC Connection magazine, first place for Alumni Spotlights, first place for ICC Tailgate invitation and second place for ICC Periscope of LIN Report.

Graphic Specialist – Ms. Amy Brown

- Completed **211** work orders.
- **24** editions of StudentNotes.
- **29** editions of Inside ICC.
- **46** ads in area publications.
- Graphic design projects including, but not limited to, business cards for 51 employees, programs, updated forms, fliers, summer camp certificates, all-sports passes, appointment cards, invitations, new notecards and stationary, catalog cover, schedules, programs, President’s Christmas card, continuing education schedules, workforce class schedule and save the date cards.

Administrative Assistant – Ms. Tilda Bouchillon

- Member of the Association of Educational Office Professionals.
- Member of the Mississippi Banner Users Group.
- Participated in Ellucian Action Plan meetings.
- Collaborated with Allen Coleman to update forms in work order system.
- Attended CASE District III Annual Conference – 2016.
- Attended MBUG 2016.
- Attended Ellucian Live 2016.
- Member of WHEMN steering committee.

ICC Foundation – Mr. Jim Ingram, Director

- Called on accounts to raise money for the Tanglefoot Bike Ride.
- Participated in the first Foundation Scholarship Donor Dinner, ICC radio program, and Taste of ICC.
- Received a **\$25,000** check from the ER Carpenter for the Health Science Education Center.
- Received a commitment from Renasant Bank for monies for the sports programs/promotions; end-of-the-year monies for the Foundation, money from First Choice Bank for the Health Science Education Center; monies from Hassell Franklin for an endowed scholarship; monies from JESCO, Brooks Oil Company and Max Homes for the Gospel/Bluegrass Concert.
- Worked on the scholarships for the 2017-18 ICC *Catalog*, the Exxon Mobil scholarship for John and Beth Cleveland, new employees contributing to the Foundation, new scholarship for Billy Wheeler, Foundation/Alumni magazine, President's Roundtable promotion, plans for the Foundation Scholarship Donor Dinner, Clovis Burch scholarship, Walk of Memories garden, five new employees at the Belden Center with Foundation payroll deduction; DD Nicoleau on the Ruff scholarships, Discover Card after obtaining a gift for the Foundation (Billy Humphries) and with Michael Tilghman on a new Foundation scholarship.
- Established the Marshall Hollis Endowed Pharmacy Scholarship.
- Completed ICC's request for the ER Carpenter Grant.
- Coordinated ICC's contribution to the FCA Clay Waycaster Golf Tournament.
- Assisted with ICC football games.
- Attended annual Alumni conference.

<p>Foundation Board of Directors President – Mr. Rayburn Parks, Houston Vice President – Mr. Ronnie Boozer, Aberdeen Secretary – Mr. Jim Ingram, ICC Treasurer – Mrs. Sandi South, ICC Immediate Past President – Ms. Teresa Hooker, Thaxton</p>	
<p>Mr. Donald Baker, Amory Mr. Bobby Barnes, Marietta Mr. Mark Burleson, Tupelo Mr. Chuck Carson, Houston Mr. Johnny Crane, Fulton Dr. Jason Digby, Fulton Mr. Mike Eaton, ICC Mr. Hassell Franklin, Houston Ms. Chuck Howell, Pontotoc</p>	<p>Mr. Ernie Joyner, Tupelo Mr. Paul “Buzzy” Mize, Tupelo Mr. Buddy Montgomery, Pontotoc Mr. Jim Mounce, Tupelo Mr. Larry Pate, Fulton Mr. Aubrey Patterson, Tupelo Ms. Julie Randle, Amory Mr. Jerry A. Reese, Amory Mr. Jerry Robbins, Pontotoc</p>

Alumni Affairs – Mr. Tyler Camp, Director

- Alumni Membership Drive – increased memberships and donations and added incentives for alumni members.
- Indian Insight (Alumni newsletter)
- Created and emailed newsletters to more than **2,000** contacts.
- Alumni video spotlight social media campaign.
- Series of videos showcasing successful area alumni.
- Reached more than **10,000** people through ICC Alumni on Facebook.
- Received a state CPRAM award for ICC Spotlight.
- Planned and executed “Pack The House” (Alumni Night) including pregame barbecue and board dessert at the President’s home.
- Assisted in fundraising for ICC Bluegrass and BBQ concert.
- Redesigned, planned and executed the ICC Most Beautiful Pageant, which raised more than **\$8,000**.
- Assisted with the Media Appreciation luncheon.
- Attended, volunteered, raised funds and assisted in planning and executing the Tour de Tanglefoot Trail.
- Planned and executed the Alumni Graduation Breakfast, the President’s pregame alumni tailgate, Military Appreciation Night, Homecoming 2016, sophomore night 2016 and the President’s Christmas open house and assisted with planning and executing the Legislative Luncheon.
- Attended the Inter-Alumni conference and was selected as state treasurer.
- Assisted with creation of the President’s Christmas card.

Alumni Association Officers and Directors

President – Melba Applewhite , Tupelo

President-elect – Karen McFerrin , Mantachie

Secretary/Treasurer – Donna Thomas, Belden

Immediate Past President – Monica Aldridge, Tupelo

Director of Development – Tyler Camp, ICC

Chickasaw County

Stacy Chapman, Houston

John Lee Lyles, Houston

Itawamba County

Joey Cox, Fulton

Dan McCrimon, Fulton

Lee County

W. E. Boggs, Saltillo

Tammy Harrington, Tupelo

Monroe County

Bunky Goza, Amory

Tommy Griffith, Amory

Pontotoc County

Lee Hatcher, Pontotoc

Chuck Howell, Pontotoc

Out of District

Jeff Cagle, New Albany

Bobby Griffin, Booneville

Permanent Committee

Melba Aron, Houlka

Richard Davis, Fulton

Robert Goza, Houston

Bill Jackson, Pontotoc

Norma Kilgore, Houston

Noel McWhirter, Pontotoc

Rep. Bill Miles, Fulton

Bobby Mooneyham, Houston

Larry Pate, Fulton

Dr. Amanda Summers, Mantachie

Delbert Turner, Jr., Baldwin

Gary Walker, Tupelo

Media Relations and Sports Information – Mr. Adam Gore, Director

- Assisted with media contacts for athletics, news and special events.
- Assisted with the August Alumni Board meeting and kept minutes for the Athletic Hall of Fame selection committee meeting.
- Assisted with providing athletic copy and photos for the yearbook, *Chieftain* and *Connection*.
- Assisted Community Relations with the Media Appreciation Luncheon, Naturalization ceremony, Tailgate, Military Appreciation Night, Homecoming, Pickin' in the Pines, Gospel Bluegrass concert, Most Beautiful pageant,
- Assisted with setting up and maintaining the College's video page.
- Assisted with information for summer camps, the Junior Preview Day and Honors Orientation.
- Assisted with the design and distribution of athletic pocket schedules and posters with Lee Adams.
- Broadcasted **91** events through LetsGoICCTV.com (**79** athletic; **12** non-athletic), 30 sporting events through FM 95 sports and eight Our Town radio shows through SuperTalk in Tupelo.
- Gathered information on advertising cost and no cost opportunities to promote events at the College.
- Made more than **30** appearances on area television and radio stations to promote events at the College.
- Assisted with maintaining the College's athletic website; Facebook pages, Twitter, Instagram and SnapChat accounts as well as the YouTube page.
- Assisted in the production of **312** videos posted and promoted through YouTube.
- Set up appearances on the morning and noon shows on WTVA and WCBI.
- Assisted with and emceed the Homecoming pep rallies and with handling Netflix during football.
- Assisted with the ICC Football golf tournament.
- Co-host of the Miss 98 Scoreboard show for **15** weeks and the WCBI End Zone Preview show for three nights.
- Assist with production of the Ole Miss, Mississippi State and Alabama pregame shows and the St. Jude Radiothon for the Mississippi Radio Group.
- Freelance journalist for area newspapers and websites and videographer of area events for television stations, newspapers and websites.
- Freelance home-based video editor for coverage of sporting events throughout the southeast, Midwest national media outlets along with local and national outlets in Arizona.
- Working toward the bachelor's degree in sports information.

Assistant Sports Information Director – Mr. Lee Adams

- Created new athletic logo for the College and assisted with rebranding its athletic programs.
- Created media guides/programs, schedule posters and cards for baseball, softball, basketball, soccer and football; athletic summer camp brochures and signing day graphics for incoming freshmen to welcome them to the ICC family.
- Adjusted the layout on ICCimages.com for easier location by customers.
- Multiple photos published in local print media.
- Wrote several MACJC Player of the Week releases to promote ICC's student-athletes on several media platforms.
- Created MACJC Player of the Week graphics to promote on social media; Delvin Zinn MLB Draft/signing graphic that was featured on several minor league writers' twitter accounts via retweets; game day and post-game graphics for every sport; graphics for ICC's student-athletes who signed to the next level; homecoming graphics; ranking graphics for NJCAA poll and academic awards.
- Won CPRAM awards for graphic design and photos.
- Photographed almost every home sporting event; nonathletic events, including but not limited to, commencement; and the Naturalization ceremony.
- Assisted in keeping athletic statistics up-to-date on the athletic website, managing content on the athletic website and with a better livestream broadcast than prior years.
- Kept athletic headshots and team photos up-to-date on the website.

Video Operations Coordinator – Mr. Raphael Henry

- Assisted in signing day for all sports,
- Scheduled practice report interviews.
- Train students to video shoot athletic games.
- Completed the following projects: basketball presentation video; ICC recruiting video; ICC TV commercial; Battle of the Bands video; Pom squad video; football game band performance video; Homecoming queen presentation video; hype videos for ICC athletes and idea meetings; I love ICC video; livestreaming of basketball, soccer, football and baseball games as well as the Most Beautiful pageant and Our Town radio show; video shoot pregame football show; national player of the week video; all-state player honor video; players' postgame report; produce teachers video for Canvas and online; video shoot professional development; livestream nurse's pinning ceremony and commencement ceremonies; video highlights for YouTube; upload practice report on website as well as highlights and game footage; livestream tennis matches; recruiting presentation video for the College; send video to television stations; player postgame report; make slide show and picture DVDs; soccer player of the week video; livestream state basketball tournament.
- Produced recruiting videos for all athletic teams, Bluegrass and Most Beautiful commercials, the ICC Bookstore commercial, MSBC program video, headshot intro video for fall sports, MSBC testimonial video for Belden Center, ICC alumni video,
- Maintain Community Relations video camera and editing equipment.

12. Cultural and Recreational Goal

The College will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Organized, produced and/or hosted the President's Pregame Tailgate, Military Appreciation Night, Community Tailgate, MACJC Legislative Luncheon, Pack the House/Alumni Night, Bluegrass and Barbeque concert, Homecoming, ICC/Northeast Legislative Luncheon/Workshop, Naturalization Ceremony, Most Beautiful, Scholarship Donor Appreciation Dinner, Legislative Relations, Alumni and Foundation Board Meetings (fall and spring), Alumni Graduation Breakfast and the ICC commercial.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- Coordinated faculty and staff volunteers for the 2016 Bluegrass and Barbeque concert and both 2016 Commencement ceremonies.

Athletics – Ms. Carrie-Ball Williamson, Director

- The ICC Men's Basketball team hosted the **High School Basketball Jamboree** on December 30.
- ICC softball received its **highest preseason ranking** when the NJCAA ranked the Indians No. 8.
- ICC football broke a **20-year-old passing record** in the National Junior College Athletic Association Football Record Book during the fall season. The Indians completed **271 passes** in **nine games** to set the **single-season team completions per game record** with **30.11 completions per game**.
- The **National Fastpitch Coach Association** announced the **2015-16 Easton Scholar-Athlete** honors, Oct. 6. **Maura Jane Autry, Katie Channell, Taylor Cresap, Cassidy Hardy, Bre Harford, Mamie Hollenhead, Lane Kennedy, Mary Kansas Sullivan, Addie Thompson, Bree Thompson, Taylor Thornton, Sheneria Tyes, Grayson Wells and Katrina Wilson** all earned individual academic honors for their efforts in the classroom last season. As a team, the Indians finished third in the nation among community and junior colleges and was the **top MACJC team** with their **3.605 cumulative grade point average**.

- A nation-leading **60 student-athletes** were honored by the national Junior College Athletic Association as the recipients of its **2015-16 Student-Athlete Academic Awards**.
- ICC sophomore guard **Alontra Tucker** was named to the **MACJC Women's All-State North Division Second Team**, and forward **Howard Thomas** was selected for the **MACJC Men's All-State North Division Second Team**.
- With a 10-3 win over Meridian Community College, March 25, 2016, ICC head coach **Rick Collier surpassed hall of fame coach Roy Cresap** to become the **program's winningest coach with 452 wins**.
- Former IJC baseball player and women's basketball coach **Billy Q. Caples** was inducted into the **Mississippi Community College Sports Hall of Fame**, April 26.
- **Four ICC football players** earned **MACJC All-State and NJCAA All-Region honors**. They include **Terry Williams** and **DqMarcus Shaw**, MACJC North All-State First Team; **Lee Autry**, MACJC North All-State First Team and **Peyton Bender**, MACJC All-State Second Team. **Williams and Shaw** were both selected as members of the **NJCAA All-Region 23 team** on offense.
- The following sports received **academic awards** during the **2015-16 school year** - MACJC - football, women's tennis, soccer and softball; and NJCAA - women's tennis, women's soccer and softball.
- A **new softball field, dugouts and batting cages** were constructed for the 2017 season.
- Cresap Field has a **new wooden outfield fence**.
- The **women's soccer team** advanced to the **playoffs** during the 2016 season.
- **Michael Metz** was hired as men's and women's **tennis coach**, replacing Paul Johnson, who retired after more than 43 years with the College.

Student Activities – Mr. Tyrone Fox, Director

Sponsored the following activities during 2016-17:

- Burgers and Blues Cookout
- Back to School Cookout
- Female-only Bowling Night
- Battle Ball Mania
- Bongo Ball
- Co-Ed Bowling Night
- Movie Nights

- Poker Night
- Intramural Football
- Poetry Night
- Intramural Basketball
- Intramural Dodgeball
- Soccer Team vs. Softball Team Kickball Game
- Baseball Team vs. Soccer Team Flag Football
- Intramural Softball
- Bingo Night
- Zorb Racing
- Archery strike
- Indian week Cookouts
- Sponsored Celebration of Unity: Black History Month programs on both the Fulton and Tupelo campuses. The speakers included Mack-Arthur Turner at the Tupelo Campus and Larry Harmon at the Fulton Campus.
- Sponsored a concert to benefit the Wounded Warriors Project

Events Technology – Mr. Seth Shelnut, Coordinator

- Promoted events for ICC groups and activities across social media.
- Purchased the Behringer X32 Compact audio mixer enabling better quality for audio in recording videos and streamlining and also providing the ability to connect an iPad for technician control in the auditorium.
- During the summer of 2016 established a plan to renovate the video equipment that would benefit the groups that use the auditorium as well as be portable for other uses outside the auditorium.
- Utilized and installed the old projector screens that were taken out of the Davis Event Center for needed flexibility for projection on stage.
- Installed ropes and pulleys near the back of the stage allowing the capability for raising and lowering a pipe from the ground to the rafters to hang props and scenery such as the large American Flag that was used for the Naturalization Ceremony.
- Worked with the ICC TIS Department in the development of an application that will more efficiently allow the students to text in their votes for various activities that ICC hosts such as movie nights, Indian Idol, etc.

- Currently working with the physical plant to install LED fixtures to use for the classes that rehearse on stage. This will be a cost savings of power consumption and the wear- and-tear on the theatre lights.

13. Service Goal

The College will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

ECONOMIC & COMMUNITY SERVICES – Dr. Joe Lowder, Dean

- Member, Comprehensive Economic Development Strategy Committee and the Mississippi Partnership Local Workforce Development Regional Leadership Team for Three Rivers Planning and Development District.
- Member, CREATE Education Committee and CREATE Toyota Wellspring Fund Operations Council.
- Speaker, CDF Wake Up Tupelo, Pontotoc Career and Technical Education faculty and Tupelo High School Faculty Professional Development.
- Board member, Itawamba County Junior Leadership Program.
- Completed ICC Leadership Development Institute and Mississippi Community College Leadership Academy.
- The Division of Economic and Community Services experienced a change in leadership in July 2016 with Dr. Joe Lowder, former Director of Workforce, becoming the Dean of Economic and Community Services. The division continues to grow and thrive with the addition of new staff, grants and innovative programs as well as to build partnerships with community stakeholders such as CREATE, CDF, Three Rivers Planning and Development District, area county and city development offices and local schools.
- Two new major partnerships are with the **Second Chance Foundation** and the **Family Resource Center**. Both organizations awarded ICC's DECS with money to support people advancing in a career pathway. The grants combined for **\$150,000** and provide staff for ICC and support, tuition, fees and barrier mitigation for participants to attend credit and non-credit pathways. The results have been very positive for the College's partners, ICC and the students. A division-wide pathways committee was created to increase communication and collaboration in the area of pathways and provision of services to ICC's students.
- ICC, in partnership with Three Rivers Planning and Development District and Northeast Mississippi Community College, implemented the first project funded by the new Mississippi Works funding stream for workforce projects. The **Furniture Academy** allows individuals to receive preference when participating companies are hiring. The initial phase calls for **300** individuals to be served. This represents a tremendous opportunity to not only grow the skill set of the local workforce but also to serve the immediate needs of the College's furniture industry partners.

Workforce Development and Training – Dr. Joe Lowder, Team Leader

- Developed a new 12-day **Advanced Manufacturing Training** curriculum and successfully piloted with local company which has agreed to a long-term commitment to enhance its entire workforce with this new and innovative training.
- Developed new **DDI leadership, coaching and assessment** training modules and partnered with two companies to deliver year-round training and coaching.
- Launched new marketing campaign for **Manufacturing Basic Skills Certification** classes and successfully filled a class every two months with at least **15** students.
- Hired **Jason Spradlin** to serve as the Workforce Accountability Specialist, **Stacy Stepp** as an ICC Workforce Trainer and **Karey McAnally** as a Consortium Workforce Trainer for ICC.
- **Stacy Stepp** and **TZ Waters** received Development Dimensions International (DDI) Leadership certification.
- **TZ Waters** appointed to dual role as Lead Workforce Trainer and Navigator of I2S grant and co-chair of Pathways Committee.
- **Dr. Joe Lowder** participated in Community Education Coalition Training, Columbus, Indiana and Tupelo.
- **Tatiana Sherman** received training in Phillips Workforce Return on Investment certification.
- **TZ Waters, Stacy Stepp** and **Liz Owings** presented at the Creating Futures Through Technology Conference in Biloxi.
- Workforce division partnered with CREATE at the Imagine the **Possibilities Career Expo** by providing staff and equipment for student career exploration.

Workforce Development and Training Program outcomes program year 2016-17

- **1,079** workforce classes
 - **320** college-delivered
 - **759** college-supported
- **43** individual business projects written.
- **132** companies served through all projects.
- **11,021** trainees in classes (duplicated head count).
 - More than **\$1.2 million** in Workforce Enhancement Training Funds reimbursed.

Adult Education (GED/HSE, Basic Skills and ESL) – Ms. Julia Houston, Director

- **Amanda Dickinson** and **Amanda Williams** completed Adult Education Mentoring/Lead Teacher Training.
- **Joan Walton** and **Gloria Wallace** completed Adult Numeracy Institute I in December 2016 to provide evidence based math instruction in the classroom.
- **Priscilla Trice, Dave Thomas, Amanda Williams, Crystal Meyers** and **Julia Houston** completed GED, HiSET and TASC testing examiner certification.
- **Priscilla Trice, Dave Thomas** and **Crystal Meyers** completed the Automotive Service Excellence examination certification. **Ms. Trice** is certified to provide ASE student examinations for ICC credit program students.
- **Priscilla Trice** earned the bachelor's degree from Mississippi University for Women in December 2016.
- **Julia Houston** participated in ICC's Leadership Development Institute.
- **Julia Houston** completed NCCER Assessment Coordinator certification.
- **140** people attended a MI-BEST open house in October 2016 at the Belden Center to highlight and raise community awareness of the benefits of the Mississippi Integrated Basic Education and Skills Training program at the College.
- The TASC and HiSET exams were added to the Adult Education Assessment Center's high school equivalency exam offerings in addition to the GED exam giving area residents an exam choice.

Adult Education Program outcomes (2016 through 02/24/2017):

- **256** ICC students enrolled with GED credential (Fall 2016).
- **248** ICC students enrolled with GED credential (Spring 2017).
- **61** ICC students enrolled with GED credential (Summer 2016).
- **215** GED testers through Belden Testing Center.
- **96** GED passers, above the state average of **40**.
- **1,366** Adult Education students served.
- **92** English Language learners served.
- **19** people have taken **74** subtests of the HiSET exam.
- **4** people have been issued a HiSET credential.
- **100** people have earned a State of Mississippi High School Equivalency credential through ICC's Adult Education Assessment Center.

MI-BEST Program

- **41** students have participated in the MI-BEST program.
- **24** of those completed the Certified Nursing Assistant program.
- **11** obtained employment after training completion.
- **11** recent Certified Nursing Assistant graduates will begin job search.
- **6** currently enrolled in HVAC and Welding credit pathways.
- **2** are waiting for an August credit pathway course startup.

Continuing Education – Mr. Scott Blackley, Director

- The Department of Continuing Education offered **262** non-credit classes, seminars, workshops and short-term career training programs in the past year to meet the professional, career and personal enrichment needs of residents in the ICC district. Total enrollment for all programs was **4,026** with an additional **1,750** CEU certificates awarded to area teachers.
- In addition to regular continuing education classes, the department hosted the North Mississippi Regional Vex Robotics Competition in partnership with the Career and Technical Division, an Advanced Manufacturing Camp for local youths ages 12-16 and a group of **15** K-12 educators in partnership with CDF and Hawkeye Industries.
- Partnerships with the North Mississippi Medical Center, United Way of Greater Monroe County and Tenn-Tom Moving Youth allowed the department to offer an additional **five** nursing assistant classes (with a total enrollment of **83**) in Chickasaw, Itawamba, Lee and Monroe counties. In addition, ICC has partnered with the ABE/GED department through the MiBEST program to sponsor **two** additional nursing assistant classes with **19** participants.
- The Department of Continuing Education also sponsors the Center for Creative Retirement in which **583** senior adults from ICC's district participated in **23** classes, **eight** trips and **two** Reading Roundtables featuring local authors.
- The department created a new industry-specific publication for classes that will help companies and people working in business and industry and have received great feedback. A separate publication was created for creative retirement and hobby classes.

ICC Center for Innovate MEP Mississippi – Ms. Debi Martin, Director

Based on the last four Innovate MEP Mississippi quarterly survey reports for 2016-17, **22** manufacturing companies had workforce training projects reported through the ICC MEP Center. The combined reported impact is as follows:

- **\$27,805,000** investment in plant equipment
- **\$530,000** investment in information systems
- **\$33,729,556** investment in workforce practices
- **\$10,880,000** investment in new products and processes
- **221** manufacturing jobs were created
- **3,977** manufacturing jobs were retained
- **\$567,403** in cost savings/avoid unnecessary investments
- **\$27,000,000** in increase in sales/retained sales

Career Services/Workforce Innovation and Opportunity Act (WIOA) – Mr. Brad Gates, Director

- The ICC WIOA Team works in partnership with Three Rivers Planning and Development District and provides services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by reaching out into the communities served through the local WIN Job Centers. The services provided include Individual Training Accounts, On-the-Job Training, work searches, WorkKeys testing, onsite computer classes and ABE classes.
- As of January 31, 2017, the following centers have served the public including
 - Amory **4,170**
 - Belden **13,100**
 - Pontotoc **6,840**
 - Houston **6,712**
- **The On-the-Job** program has served approximately **214** individuals and **13** companies with more than **\$366,000** of reimbursements obligated or paid.
- **Individual Training Accounts** have been provided in all counties. Seventy-seven participants have received service through January 31, 2017 with **\$74,000** being provided in reimbursements.
- **Counseling to Career (C2C)** is in its sixth year of operation. C2C serves area youths ages 16-21 by assisting with the acquisition of various skills to aid them in becoming more employable. At the completion of three weeks of classroom

and smart lab training, participants are eligible for paid work experience. Youth services have been provided for approximately **67** individuals with **17** companies serving as work sites.

- **WorkKeys** assessments have been provided to approximately **1,510** individuals. Credentials earned include: **Platinum - 1; Gold - 156; Silver - 706; and Bronze - 342 with 196** receiving no credential. Twenty-eight companies have utilized WorkKeys in the current program year.
- **SNAP Employment and Training** grants have been provided to approximately **45** people, year-to-date, which runs from October 1, 2016-September 1, 2017. These grants are available to SNAP recipients to assist when PELL Grants are exhausted or otherwise unavailable. Primarily career and technical programs and short-term (non-credit) programs are eligible to participate. Most of the participants would not be able to attend/complete a program of study in the absence of this funding. Tuition is covered at 100 percent and books at 50 percent.
- ICC, in partnership with Three Rivers Planning and Development District and Northeast Mississippi Community College, implemented the first project funded by the new Mississippi Works funding stream for workforce projects. The **Furniture Academy** allows individuals to receive preference when participating companies are hiring. The initial phase calls for **300** individuals to be served. This represents a tremendous opportunity to not only grow the skill set of the local workforce but also to serve the immediate needs of the College's furniture industry partners.
- **Make-It-In-America (MIIA) Internships** ended in December 2016. This three-year initiative funded through the Three Rivers Planning and Development District and the U.S. Department of Labor provided approximately **74** paid internships to eligible career and technical students over the last three years. Many of the interns obtained permanent employment at the internship worksite.

SNAP E&T – Mr. Lee Oswalt, Director

ICC is one of five Mississippi community colleges participating in the SNAP E&T Pilot grant. Mississippi is one of 10 states awarded a grant through the United States Department of Agriculture. The project is a collaborative partnership of state agencies including the Mississippi Department of Human Services (MDHS) and Mississippi State University's National Strategic Planning Analysis Research Center (nSPARC). The goal of the grant is to provide a framework to connect or reconnect SNAP participants to middle-skill jobs. In the past year, ICC's SNAP E&T Pilot Program accomplished:

- Acknowledged as lead marketing and awareness partner through distribution of EDGE Program informational fliers at more than **130** sites, completed more than **220** personal calls to potential participants, conducted more than 70 ICC-led EDGE program presentations at MDHS orientations and more than **10** media outlets.
- Successfully completed nine four-week CAP employability class sessions.
- Partnered with six regional businesses for worksite employment resulting in more than **1,430** employment hours and more than **\$12,000** in payroll. Assisted with more than **\$6,500** in Workforce and Career Technical training. Provided more than **\$6,500** barrier mitigation for participants' success.